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OCTOBER 1961

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

CHANCELLOR'S 'NO' TO UNIONS

Ballots before strikes

No strike without a ballot is to be the fundamental principle of NALGO's procedure for withdrawal of labour.

This decision—made at a meeting of the National Executive Council on September 16—fulfils the pledge of "consultation" to the Blackpool Conference.

The Council agreed to a four-point procedure which must be followed before a final decision is taken to withdraw labour.

A branch which wishes to call a strike of its members must send requests to the district committee and the N.E.C. simultaneously.

Emergency action

Its request will be considered by the emergency committee of the Council, which will have before it any recommendation from the district. The committee will decide whether to go forward.

If it does so, a ballot of all the members concerned will be carried out by the district committee. The result will then go back to the emergency committee for final decision.

The emergency committee will be able to co-opt the chairman of the service conditions committee concerned, and the honorary treasurer. And each district committee is being advised to appoint its own emergency committee.

Where the call for strike action comes from district or national service conditions level, a similar procedure will be used, as far as it is appropriate.

If a call for a strike involves more than one branch, the emergency committee's recommendation will go to an emergency meeting of the N.E.C.

Affiliation move

The National Executive Council will consider in November a notice of motion by its Scottish members:

"That, arising from recent government policy and subsequent developments, this Council is now in favour of affiliation to the Trades Union Congress."

This motion springs from the September meeting of the Scottish district committee, which is reported on page 6.

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NALGO leader warns of pause perils

A FLAT "No"—that was the answer of the Chancellor of the Exchequer to 19 white-collar unions, led by NALGO and the National Union of Teachers, which met him on September 29 to protest against the wage pause and the government's interference with collective bargaining and arbitration.

Mr. Selwyn Lloyd refused to forecast when the pause would end. But he did make two significant statements.

He hoped, he said, that the normal process of collective bargaining would continue—though the government would decide when any increases would take effect.

He expressed the personal opinion that public servants generally ought to have improved living standards.

Albert E. Nortrop, chairman of NALGO's N.E.C., was elected spokesman of the deputation, which represented more than 680,000 workers in all public services.

"Faith destroyed"

"We impressed on the Chancellor," Mr. Nortrop said afterwards, "that the government's action was hitting public service employees harder than any other section of the community. We reminded him that they had accepted earlier wage freezes and government appeals for restraint—and had never recovered what they lost then."

"We told him that the unions we represent generally repudiated striking, and pinned their faith on collective bargaining and arbitration. The government's actions, we said, were destroying that faith, had gravely damaged staff-employer relations, and had dealt a shattering blow at public service morale."

"But we got nowhere on those issues. He merely defended the government's policy."

"We made some progress on two other points."

"He told us that—speaking personally, not as spokesman for the government—he thought that the

living standards of public employees should be improved.

"We answered that by voicing the hope that his opinion would be reflected in future agreements and no repetition of such actions as the health service veto, and the recent action of the Minister of Education on the Burnham Agreement."

Consultation pledge

"We asked him whether he intended to consult the white-collar unions not affiliated to the T.U.C. about his proposed National Economic Development Council."

"He answered that, whilst he could make no promise, he regarded our point as important, and undertook to consider it."

Mr. Nortrop said that the conference of white-collar unions would meet soon to prepare a joint report to all the unions represented on it. Those unions would then consider future action.

Strikes warning

Mr. R. Nunn, of the Institution of Professional Civil Servants, stressed the danger that the government's policy was forcing non-militant public servants into militancy.

"We have so far avoided strikes," he said. "We told the Chancellor that we may not be able to hold our members back much longer."

"We shall continue our protests and pressure," Mr. Nunn added. "The government cannot ignore the political effect of its actions. Our unions alone represent 700,000 votes."

Public backs us

NALGO has public sympathy behind it in its opposition to the Government's wage pause.

On July 29-30, the Gallup Poll asked the general question: "In the present situation, should trade unions hold back wage claims or go ahead?"

Of the people asked, 57 per cent thought that unions should hold back, 31 per cent that they should go ahead.

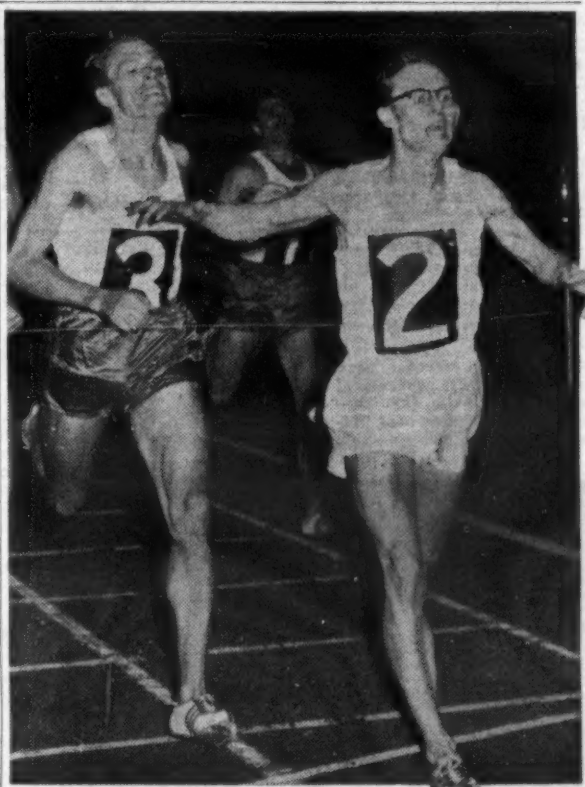
A week later, the Poll put the particular question: "Do you approve or disapprove of the government trying to restrict wage claims as much as possible for people like teachers and local government employees?"

This time, the answer was different. 56 per cent disapproved of the government's action, 32 per cent approved.

Of Labour voters alone, 70 per cent disapproved and only 21 per cent approved. Of Conservative voters, 47 per cent approved—but 43 per cent disapproved.

Of all asked, 29 per cent thought that the government's economic policies would succeed; 45 per cent thought they would fail. And 49 per cent thought Mr. Selwyn Lloyd was doing a bad job as Chancellor, compared with 31 per cent on the other side.

[Facts printed by permission of Social Surveys (Gallup Poll) Ltd.]



'No plan to rival T.U.C.'

NALGO's general secretary, W. C. Anderson, revealed to radio listeners last month that the N.E.C. will debate T.U.C. affiliation in November.

Mr. Anderson was taking part in a discussion on "white-collar" unions and the T.U.C., in the B.B.C. programme, "Matters of Moment."

"NALGO is not affiliated because the majority of the members feel that this would carry political implications," he said.

"At the same time, as a trade union, we must accept that there is benefit in unity."

Mr. Anderson denied that there was any intention of forming a "white-collar T.U.C."

"Our meeting with the teachers, and our conferences with other unions three years ago, were arranged on the understanding that there would be no implications of that kind," he explained.

"Fastest-growing"

Interviewer George Scott, who called NALGO the "fastest-growing white-collar union," asked why it had been so successful in recruiting.

"We like to believe that the kind of people we recruit prefer the negotiation and arbitration procedures we use to more militant methods," said Mr. Anderson.

"I should not like to say that, in this pay pause situation, we should never consider strike action. But I can say that we have no intention of engaging in whole-sale strikes."

DEATH OF L. C. HILL

We regret to announce the death of Dr. Levi Clement Hill, C.B.E., who was NALGO's first full-time general secretary from 1909 to 1943.

Dr. Hill died in Oxford on September 4, at the age of 78.

"Of the countless men and women who created NALGO, none better merits the title of chief builder," says the tribute printed on page 23.

Branches have lent £20,000

Some 330 branches—nearly a quarter of the total—have already lent NALGO £20,000 in response to the honorary treasurer's Conference appeal for interest-free loans totalling £50,000.

Loans so far received vary from £10 to £500. Ten branches have lent £3,000 between them.

Some branches have explained to the honorary treasurer that they cannot take part in the scheme.

Branches which have uninvested funds available and which have not yet considered the honorary treasurer's appeal are asked to do so soon.

The purpose of the loan was explained in the Conference issue of *Public Service*. Of NALGO's national reserves of £847,000 at the end of 1960, only £5,000 was in cash. By lending some of their own available money, branches can provide some ready cash and so enable the Association to avoid heavy interest charges. All loans are repayable on demand.

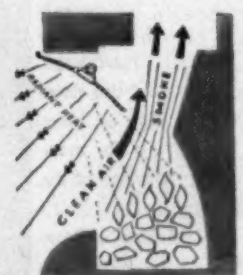
VICTORY!

Breaking the tape for England is Peter Kilford, Portsmouth, who won the 800 metres against Russia. Full story on back page.

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MARGARET STEWART reports on the Trades Union Congress

WHITE COLLAR AND OVERALL UNITE AGAINST THE 'PAUSE'

PORTSMOUTH'S splendid, reconstructed Guildhall provided an appropriate setting for what was surely one of the most decisive and dignified Trades Union Congresses since the war. The level of debate was high, and markedly free from the personal recriminations that have recently marred the deliberations of the Labour movement. Even the decision to expel the Electrical Trades Union was preceded by a discussion in which most—though not quite all—speakers showed great restraint. The debate on international affairs, overshadowed by the Berlin crisis and the mounting East-West tension, was tense, but temperate.

The most significant feature of the 1961 TUC was undoubtedly the emergence of a powerful alliance on the wages front between the white-collar and the industrial unions.

Clerical president

In the past, there have often been undercurrents of hostility, but, at Portsmouth, all distinctions were swept away. As Ron Smith, the Post Office workers' leader, put it:

"We are not bothered about the colour of our collars, or whether we wear a jacket at work."

It was a pleasingly symbolic end to Congress that, in a year

when white-collar workers are destined to play an increasingly important role, the general council should have elected the leader of the Clerical and Administrative Workers' Union, Miss Anne Godwin, as its new chairman.

Chancellor denounced

One man must take full credit for the turn of events—Mr. Selwyn Lloyd, Chancellor of the Exchequer.

He was not there in person, of course; but his ears must have been aflame on that Wednesday morning, when speaker after speaker denounced him and his policies. There were, inevitably, varying shades of emphasis and degrees of militancy; but there was no mistaking the groundswell of indignation, and the determination to fight against the proposed "pay pause."

Above all, there was deep resentment that the government should tamper with the long-established machinery for settling wages—the rock on which

the British system of industrial relations is founded—and should seek to attack the weakest and least-protected sections, while handing out reliefs to surplus payers.

Many delegates recalled previous attempts by the government to impede the normal course of collective bargaining—Monckton's holding-up of wages councils' proposals, and, more recently, the refusal to under-write agreed increases for health service workers—in which NALGO bore the brunt.

Ted Hill, whose fairness, good humour, and Cockney wisecracking earned him the title of one of the best chairmen ever, called alternately on delegates from manual and non-manual unions in the wages debate. This served to underline their common purpose.

"Kicked in the teeth"

One of the most impressive speakers was George Green, the quiet, moderate general secretary of the Civil Service Clerical Association, who pointed out that responsible union leaders had for years been trying to persuade the rank and file to put their trust in arbitration.

"And now we have been kicked in the teeth by the Chancellor," he declared—

going on to ask how anybody could accept co-operation and responsibility in the future.

Leaders of the big unions assured the white-collar workers of their full backing. Frank Cousins, always a whole-hogger, recalled the London bus strike, and warned that his union would, if necessary, retaliate with its full strength. Bill Carron, a man of peace if ever there was one, advised the engineering employers not to follow the government's precept when the Confederation's claim comes up for hearing.

"Hands off!"

In short, the TUC has given the Chancellor a categorical answer: no co-operation unless you drop your pay pause, keep your hands off the collective bargaining machinery, and exact equal sacrifices from all sections of the community.

As for the government's invitation to the TUC to join in an economic planning body, George Woodcock made it clear that the unions will only do so on their own terms, and on the assurance that the government means business.

It would be a mistake to interpret Woodcock's remarks as a flat refusal to co-operate. The TUC believes in economic planning, and realises that public opinion would take a poor view if it stood aside altogether. Union leaders have a long tradition of responsibility and co-operation; but they insist on genuine consultation, and do not want just another time-wasting "talking-shop."

Woodcock's way

It was George Woodcock's first Congress as general secretary, and he emerged from the ordeal with his reputation greatly enhanced. He may not command the weight in votes of a Cousins or a Carron, but he has a seat on the general council in his own right, and controls the strings of administration. Intellectually, he is one of the dominating figures of the movement.

His speech indicting the ETU leadership was acknowledged on all sides to be masterly. He played it cool, and over-ran his allotted time, but his catalogue of the evasions and trickeries of the ETU Communist leaders, and his incisive repetition of the word "fraud," were devastating. Frank Foulkes' defence was lame, by contrast.

Council's victories

Wages and the ETU affair apart, the main issues at the TUC were the European Common Market, and defence policy. On both, the big battalions secured for the general council an overwhelming vote of confidence.

Because of its preoccupations with major economic and international issues, the TUC spent little time discussing its own internal problems, many of which were left over till the traditional Friday morning "rump-through" of unfinished business. Its new plan for union education aroused little interest in a half-filled hall.

Industrial health and social welfare were discussed with the usual seriousness with which the TUC regards these issues.

Congress called, among other things, for an occupational health service; higher pensions and benefits for the sick and injured; and abolition of health service charges. But a proposal for a Royal Commission into nurses' salaries and conditions was rejected, on the ground that improvements should be sought through the existing machinery.

Minister to be told of peril to service

by BEN SMITH, national organiser

A DEPUTATION from the staff side of the general Whitley Council for the health service will see the Minister of Health and the Secretary of State for Scotland on October 25, to tell them that it completely rejects the wages "pause," which, it says, would be "most damaging" to the health service. And it will make clear its strong opposition to interference with arbitration machinery.

The staff side, of which I am chairman, represents 70 unions and professional bodies, covering all the 500,000 staff of the service.

Chancellor's refusal

Immediately the details of the government's pay freeze became known, the staff side asked for a meeting with the Chancellor of the Exchequer.

This request was turned down. But, in his reply, the Chancellor suggested an approach to the Minister of Health.

"It would not be appropriate or helpful for me to receive a deputation which would be concerned with matters within the sphere of the Minister of Health," he stated.

The staff side has told the Chancellor that it is "most dis-

Technicians' pay claim to go to arbitration

The staff side claim for salary increases for medical laboratory technicians is to be referred to arbitration.

The claim was discussed at a meeting of committee "A" of the P. and T. "B" council on September 12, when the management side made an offer which fell far short of the staff side proposals reported last month. This was in spite of the fact that some measure of agreement had previously been reached on the principles governing the relationship between salaries of health service technicians and those of scientific civil servants.

Date difficulty

At the beginning of the meeting, the management made it clear that it would not be able to enter into discussions on an operative date for any agreement reached. The statement made by the Chancellor on the "wage pause" suggests that the question of an operative date will not be allowed to form part of the reference to the Industrial Court.

The staff side has stated that its prime concern is to achieve fair and reasonable standards of pay; but it has also declared that it completely disagrees with the application of the "wage pause" policy to medical laboratory technicians, and that it will take every possible step to prevent this.

Photographers' claim

It was announced last month that the staff side had submitted a pay claim on behalf of medical photographers. The appropriate committee of P. and T. "B" council will meet on October 18 to consider this.

CHIEF OF CHIEFS

The new president of the Association of Education Officers is E. J. Barnard, chief Education officer of Portsmouth. Mr. Barnard was president of the Portsmouth branch of NALGO in 1951.

appointed that he has not seen fit to meet a deputation."

To the Minister of Health, it has been explained that the deputation will ask for more details about the government's policy on salaries and wages, and, in particular, the application of this to the health service.

"The government's policy," it asserts, "will be most damaging to the service, because of its effect on recruitment. It will make it more difficult to keep staff in a service which is already seriously under-manned, as a result of below-standard conditions of employment."

NURSES WIN LONGER HOLIDAYS

An increase of one week in annual leave for certain groups of nursing staff has been awarded by the Industrial Court. The new agreement will operate from January 1, 1962.

The groups concerned are:

(1) In the hospital service: (i) all nursing and midwifery grades including and above that of staff nurse/staff midwife or equivalent hospital grades; (ii) student nurses in their third year of training; and (iii) state enrolled nurses.

(2) In the public health and domiciliary nursing and midwifery services: all nursing and midwifery grades including and above that of district nurse/district midwife, where the present leave entitlement is four weeks plus public holidays.

(3) Regional hospital board nursing officers and assistant nursing officers.

The staff side had asked for six weeks' leave for all nursing staff. The Court found that, except in the cases listed above, the claim had not been established.

YOU GET A PHONE FREE IF...

New arrangements for paying the installation and rental costs of telephones in the homes of members of hospital staff have been announced.

These costs may be paid by hospital boards and committees only if:

(1) It is essential for the efficiency of the hospital service that the officer should be on call outside the normal working hours.

(2) The telephone is the only practicable method of communicating with a particular officer.

(3) The salary of the officer is not more than £1,400 a year.

Boards and committees may pay for the cost of installation and rental of extensions from hospital switchboards to the quarters and houses of members of their staff, subject to provisions (1) and (2) above, and if such quarters or houses are either inside or near the hospital precincts.

All officers, whether provided with telephones or using telephones provided at their own expense, may claim the cost of outgoing calls made on official business.

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Local Government

When councils talk about their staff...

by GEORGE NEWMAN, service conditions officer

THE Public Bodies (Admission to Meetings) Act, 1960, is now in force. How is it likely to affect the powers of local authorities to discuss in private such matters as the appointment, promotion, dismissal, salaries and conditions of service, or conduct, of members of their staff?

The local government committee, at its meeting on September 9, was told of action NALGO had taken to try to ensure that present safeguards shall be preserved.

At present, the local government "Charter" (paragraph 36) advises employing authorities to go into committee to consider such matters.

Committees are public

The new Act, which lays down that any meeting of a local authority or other body to which it applies shall be open to the public, also covers committees of such bodies whose membership consists of or includes all members of the authority. The previous practice, therefore, can no longer be effective, since proceedings of a council "in committee" will be just as public as those of the council as such.

However, the Act provides that the public may be excluded from a meeting by resolution whenever publicity would not be in the public interest, because of the confidential nature of the business to be transacted, or for other special reasons.

Privacy possible

During the committee stage of the Bill, the Minister of Housing and Local Government said:

"A local authority must recruit and retain competent staff. To do this it must discuss staffing and salary questions and maybe the salaries of individual members of the staff.

"It is generally accepted, I think, that there may be occasions when such matters should not be discussed in public. Indeed, my experience in local government is that, normally, a council which has to take a decision about the salary of an individual member of its staff will, if there is any dispute about it, so arrange its affairs that the subject is not discussed in public. The council simply announces its final decision.

"I do not think that anyone could possibly object to that, and I am advised that matters of that sort would be covered by the words in the Bill."

New standing order?

The general secretary has now suggested to the Minister that a new standing order should be prepared, encouraging local authorities to make a resolution excluding the public whenever they discuss questions of this kind.

The Minister's reply is that this is "a very difficult issue," and that, so far, it has been impossible to produce an entirely satisfactory model standing order for the purpose.

"Both the letter and the spirit of the new Act," says the Minister, "imply that the decision to exclude the press and public should be taken at the time, and it is difficult to reconcile this with a model standing order providing for their automatic exclusion in a particular category of case."

He adds, however, that the matter will be given further consideration before the new model standing orders are published. And he concludes:

"Meanwhile, authorities will no doubt make arrangements for resolutions under the Act to be moved when these confidential matters are brought before the council."

MEMBERS-ONLY RISES

N.J.C. approval sought

NALGO is to ask the staff side of the National Joint Council, at its October meeting, to approve asking the full council to accept the Conference decision that negotiated salary awards should be paid to members only.

This does not prevent any branch from taking local action to secure implementation of the decision. Branches which do so are acting in accordance with Association policy.

JUNIOR STAFF

More pay—more leave?

Young members of NALGO will have a special interest in two suggestions which the national committee referred to the sub-committee which is undertaking the present review of the salary structure and service conditions.

The first arises from the fact that, for so many of them, their 18th birthday means less "take home pay." This is because their national insurance contributions go up and they start paying superannuation.

The Eastern district local government committee has suggested that this could be alleviated if an adjustment were made to the age at which a specific salary must be paid on the general division scale (at present the seventh point on the scale, at age 22) so that an officer at age 18 became entitled to an increase big enough to cover his increased outgoings.

The second proposal comes from the same district. It is that better annual leave for those under 21 would help to solve the difficulty of recruiting and retaining junior staff.

SOCIETIES

Two more on J.C.C.

Two more bodies have been admitted to membership of NALGO's joint consultative committee. They are the Institute of Building Management, which has 228 members, 62 per cent of whom are in NALGO; and the Institute of Youth Employment Officers, which has 687 members, 80 per cent of whom are in NALGO.

The Institute of Youth Employment Officers replaces the Youth Employment Staffs Guild, which ceased to exist in April, when it merged with the National Association of Youth Employment Officers to form the new institute. Since then, the representatives of the former guild have continued to watch the institute's interests.

The J.C.C. is composed of representatives of more than 60 professional and sectional societies, together with 18 representatives of NALGO. Its aims are to secure active co-operation in all service conditions questions and all other matters of common interest.

CAR ALLOWANCES

Report called for

The Chancellor's "little budget" has had the effect of making motoring dearer, so the staff side has called for a report on its effect on allowances for officers who use their private cars on official business.

It has been pointed out that, as a result of the Chancellor's moves, there have been increases in the road fund tax, and in purchase tax on cars, petrol, and other items.

MONEY IN THE BANK

In the short space of a fortnight, Camberwell treasurer's department lost three of its staff to a bank.

Why? All three were on APT 1, which has a maximum of £855, including London weighting. The bank offered a starting salary of £1,030, rising to a maximum (without further qualification) of £1,250. It accepted recruits up to the age of 35—and made an exception for one man of 39.

Camberwell's losses included prominent NALGO athlete, Eric "Joe" Payne. For the past five years, he has won the Metropolitan district long jump, every year breaking his own record. His jump this year was 21 ft. 9½ in. Earlier this season, he represented the AAA against London University—in spite of an injury which laid him up for five weeks earlier in the season.

West Riding merges grades to stimulate recruitment

YET ANOTHER local authority can be added to the list of those who are having to take unorthodox steps to encourage better qualified juniors to come in to local government, and to stay in. It is the West Riding county council, and its scheme has been in force longer than those of Brighton and Hendon councils, which were reported in the past two issues of *Public Service*.

The West Riding scheme allows for a single grade from £220 to £915 (the maximum of clerical grade 3), with qualification bars at certain points.

It also provides that anybody who obtains a final qualification can proceed into APT 3 on reaching the maximum of £915, provided his conduct and efficiency are satisfactory and the work being done justifies such progression.

Unqualified entrants will proceed to the general division

bar of £520; but, by obtaining three G.C.E. "O" level passes or the clerical division examination, they will be able to move to the maximum of clerical 1 (£710). An intermediate qualification will allow them to proceed to the maximum of clerical 2 (£815); and five G.C.E. "O" level passes or a final qualification, to the maximum of clerical 3 (£915).

In the last case, the alternative to five passes at "O" level is either three at "O" level and one at "A" level, or two at each level. There are stipulations about which subjects must be included.

Incentives to study are given by the payment of additional

increments on passing examinations. There is one for the clerical examination, two for an intermediate, and three for a final examination.

Existing departmental establishments for the general, clerical, and APT 1 and 2 grades, where these posts are purely of a clerical or junior administrative nature, are to be merged into the new structure; but any existing staff in APT posts will retain their present grading.

Provision is also made for the promotion of existing staff, including those who do not possess qualifications, to higher salary grades, provided that the officer concerned is competent and capable, and that his previous training, service, experience, and the work he is doing, qualify him for transfer to a higher grade.

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Gas

by G. W. PHILLIPS, national organiser

THERE is a striking lesson for gas staffs in the conclusions reached by the select committee on nationalised industries, whose report on the gas industry was published towards the end of August (H.M.S.O., 6s. 6d.).

Main recommendation of the committee is a greater co-ordination of the efforts now being made by the Gas Council and area gas boards to market gas more cheaply.

"To make gas more cheaply, to store and transmit it more cheaply, requires collective action of some kind," says the report.

It is advice which might be applied with equal force to gas staffs: as the industry needs collective action, so they need greater unity. The reaction of NALGO members to the report must be a keener determination that the present discussions with the British Gas Staffs Association shall be successful.

Only then can united gas staffs be in a position to ensure that their interests will be safe-

guarded whatever changes may take place in the industry.

Time is not on our side. Indeed, the select committee points out that it is not on the side of the industry as a whole.

Criticism

This detailed study by M.P.s and gas experts, suggests that the first phase of the life of the nationalised gas industry is nearly complete.

"The main achievements during this period have been the integration that has taken place within each area, and the adoption by the boards of more efficient production processes—processes which, however, have only been on a scale suitable for one area," says the committee in its conclusions.

The report is critical, however, of the progress made since nationalisation in research and development of large-scale national production, and of what it calls the "irresolute" attitude towards research.

Examples given are the development of the Otto Rumel process, and of the high-pressure slagging plant.

"Slow, quick, slow"

In both cases, pilot plants are now being installed, but perhaps as much as two years have been lost, the committee says.

Research expenditure by the Gas Council has followed a slow, quick, slow, quick tempo. Even now, the committee be-

lieves that it is too low in relation to the industry's turnover.

Later, criticism is made of interference by the Ministry in the industry's decisions on prices and investments.

A striking example occurred in 1957, in the South Eastern area, where the board wished to raise its prices by 3d. a therm. After negotiation, the Ministry restricted the increase to 2d.

The result was to turn an expected surplus of about £600,000 in 1958-59 into a deficit of £400,000.

The committee recommends that, in future, a written statement of any Ministerial intervention on prices should be laid before Parliament at the time it is made.

On the structure of the industry, the report favours a new national board which would undertake all new large-scale generation of gas. It would also be responsible for the development of a national grid and underground storage.

Cheaper gas?

Under this scheme, the 12 area boards would handle internal distribution, and would have control of production by all but large-scale processes.

The Gas Council would be unchanged. It would continue to act as the Minister's adviser.

"The new board would be able to offer a more positive lead to the industry in developing and undertaking large new projects leading to cheaper gas," says the committee.

NALGO's gas members and particularly senior officers, will be interested in the committee's comments on the industry's ability to recruit the scientific staff it needs.

The report reveals that the Gas Council has not been "unduly hampered" by a lack of scientific staff. But it supports the view that "perhaps gas does

not hold out such a romantic research future for the young scientists as, say, atomic energy."

"As a result the Council have had some difficulty in attracting all the top scientists they would like."

This is hardly surprising, since, as all NALGO members know, gas staffs are poorly paid by comparison with those in other fields.

NALGO watching

Underlying all the assumptions of the report is the future shape of the industry. Changes of the kind suggested will need the complete co-operation of the people working in gas.

To obtain that co-operation, employers must explain to their staffs what they are doing at every stage. Joint consultation must be strengthened.

Finally, should legislation be needed to frame a brave new world for the gas industry, NALGO will keep a close watch to ensure that the interests of the men and women who work in it are not overlooked.

DISCUSSIONS ON PAY

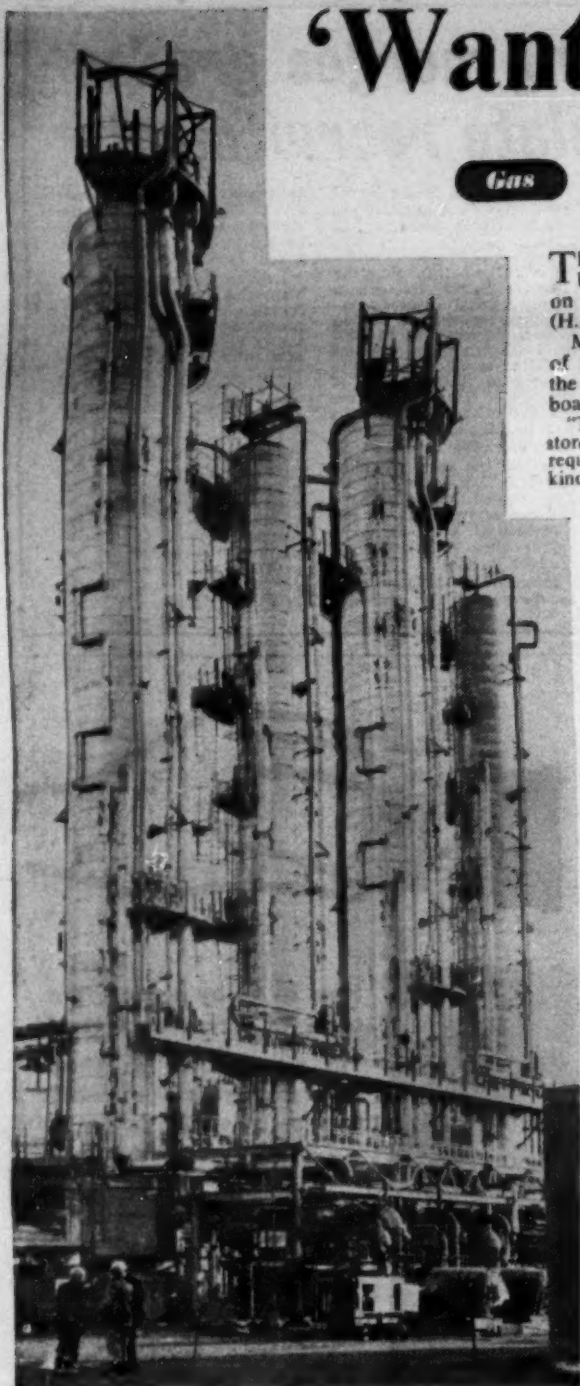
The conditions of service committee of the staff side of the National Joint Council for gas staffs decided, on August 24, to tell the employers' side that it wants to discuss the salaries agreement at the next meeting of the Council, in November.

The staff side has given the committee power to act.

INTERMEDIATES' HOLIDAYS

Commencing with the current holiday year, intermediate grades employees with ten years' service or more will be entitled to an extra three days' holiday.

The agreement follows the recent long service holiday awards to gas staffs and manual workers.



The towers of this revolutionary new Lurgi plant now dominate the Fife countryside. But the report says that the Gas Council's attitude towards research has been "irresolute."

Electricity

Members are top public speakers

NALGO members are persuasive people—as two proved recently when they won national prizes in the public-speaking competition organised by the British Electrical Development Association.

They were Miss Ann Crawford, a demonstrator with the East Midlands board and a member of the Burton-on-Trent electricity branch, and Geoffrey Love, a service representative with the Southern board.

Miss Crawford, who was unplaced in the national final last year, won the Faraday shield for women with a fine address on "The board and I."

Mr. Love was also one of last year's unplaced finalists. The speech with which he won this year's competition was entitled "Let there be light."

Second place in the women's competition went to a former NALGO member, Miss Angela Lyon, who has since left her post as a demonstrator with the South Eastern board.

A Northmet electricity branch member, Miss Ann Clark, tied for third place in this final.

Runner-up in the men's final was another NALGO member, Graham P. Hobbs, a senior sales representative with the South Western board.

DUMMY WINS £15 AWARD

First-aiders in the Liverpool area can now practise artificial respiration on a realistic "dummy" figure. And they can thank a well-known NALGO member for the idea.

He is H. Turner, a welfare officer with the Merseyside and North Wales electricity board, and his dummy won a £15 award under the employee's suggestion scheme.

A feature of the "dummy" is a scale which measures the amount of pressure applied.

Mr. Turner is keenly inter-

ested in first aid training. But he also finds time to be a tireless worker for NALGO.

Before the industry was nationalised, he was a member of the City of Liverpool branch. He became an executive committee member when the Liverpool and district electricity branch was formed.

When joint staff committees were set up by the Electricity Act, Mr. Turner was elected the first staff side secretary of MANWEB, No. 1 staff committee.

Alice is invited to Buckingham Palace

The first Eastbourne girl to gain the gold medal of the Duke of Edinburgh's award scheme is 20-year-old NALGO member, Alice Kister of Eastbourne electricity branch.

This reward follows 16 months of hard work and study which occupied every moment of her spare time.

Make-up, hair-styling, household cleaning and repairing, flower arrangement, rug-making, meteorology, sailing, first aid, everyday nursing, mothercraft and child care, and safety in the home, were among the subjects in which Alice had to show herself proficient.

Every Saturday for six months, she worked in a children's home.

In December, Alice will go to Buckingham Palace to receive her award from Prince Philip.



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THIS IS THE STEEL AGE

BRITISH IRON AND STEEL FEDERATION

SCOTLAND URGES T.U.C. AFFILIATION

by "GROWLER"

THE HARDY annual of affiliation to the T.U.C. has raised its head again. The seed was sown at the meeting of the Scottish district committee at Ayr on September 2, on a motion from Glasgow gas branch:

- (i) Supporting the N.E.C.'s rejection of the government's "wage pause" policy;
- (ii) Welcoming NALGO's co-operation with the National Union of Teachers and other black-coat unions;
- (iii) Asking the N.E.C. to broaden this co-ordination to include all unions, manual and non-manual, in the services it covers, and ultimately to seek the support of the T.U.C.; and
- (iv) Instructing the Scottish members to invite the N.E.C. to support NALGO affiliation to the T.U.C.

All agreed with paragraphs (i) and (ii), but some delegates objected to the linking of T.U.C. affiliation with the motion. Several were puzzled why Glasgow gas branch should choose this way of raising it when it has a member on the N.E.C. who could have done so on his own initiative, and others thought the topic so important as to need a mandate from branches.

The usual platitudes, half-truths, red herrings, accusations, replies, and counter-replies were exchanged, but an amendment by Ayr county branch to delete

paragraphs (iii) and (iv) was defeated, and the motion was carried by 76 votes to 68.

B. and O. Fund

Neil McLenn, chairman, presented the Mary Forsyth Memorial Trophy for the highest average contribution to the Benevolent and Orphan Fund to Banffshire branch, with 12s. 1d. per member, and certificates to Perth gas and Port Glasgow branches, with 10s. 8.6d. and 10s. 3.2d. respectively.

Public relations

The growing interest of Scottish branches in public relations was demonstrated by the presence of Alec Spoor, NALGO's P.R.O., as guest speaker. Defining public relations as "good service, popularly appreciated," he stressed the need for branches and members to do all in their power to ensure that their service was good and to make it better.

Having done that, they should tell the public about it. In that way, public relations could win popular appreciation and co-operation, thereby making the officer's job more satisfying and creating a warmer climate of opinion for NALGO's efforts

to improve his pay and conditions.

How the public can be told will be discussed in detail on November 4, at a public relations conference—to which every branch has been asked to send two representatives—at the Grosvenor Hotel, Edinburgh. One of the speakers will be George Graves, NALGO's press officer, who hopes later to spend some time visiting branches to help them improve their local press relations.

Poster competition

In a further effort to increase public interest, the district committee is sponsoring a poster competition initiated by Alex Taylor, of Edinburgh. The competition, which is open to art college students throughout Scotland, closes on November 30, and the results will be announced on December 15. It is hoped that it will attract widespread publicity.

The PR sub-committee reported that the film produced by Dunbartonshire branch was nearly ready, and that it did not consider that there was any need at present for a full-time PRO for Scotland.

Rules amended

The district committee agreed in principle to alter its rules and constitution to provide that:

1. Reports by N.E.C. members should be a feature of all district meetings.
2. A branch which fails to attend at least two meetings of the district committee in any

calendar year without good reason should not be entitled to send delegates to the next NALGO Conference.

3. All services should be represented on the district finance and general purposes sub-committee, which should be elected at the annual meeting in December.
4. Membership of the service conditions sub-committees should normally be limited to 20, each sub-committee to consider how best to allocate seats among branches.
5. Nominations for election to the Joint Industrial Council should be made by branches, and not by representatives; and those elected should be invited to attend meetings of the local government sub-committee, if they are not already members of it.

Women's conference

This year's Scottish women's conference will be held in the Grosvenor hotel, Edinburgh, on October 28 at 2 p.m. The speakers will include NALGO's assistant education officer, Miss S. R. Kibel, and all branches have been asked to send at least two delegates.

One law for all

A motion from Falkirk branch, asking NALGO to help in securing a unified and codified legal system for the whole of Britain, was deferred to the next meeting.

Staff side members

The NALGO members of the staff side of the J.I.C. for next year are Neil McLean (Glasgow), district committee chairman; Tom Spence (Dunbartonshire), district secretary; Miss H. M. Monaghan (Dunbartonshire); J. Joyce (Edinburgh); Charles Law (Lanarkshire); A. Jack (Glasgow); and John Robson, district organisation officer.

Fair Maids House

Three fair maids of Perth

Take a pretty girl, multiply by three—and you have (left to right), Alison McDonnell, Robin Sinclair, and Freda Swanney, all members of Perth and District electricity branch.



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30th September, 1961

IMPORTANT ANNOUNCEMENT

Dear NALGO Members,

It's time to think about your Christmas wine and spirit order. Our service, on which you have always congratulated us, is strained when you delay.

Lots of you, and lots of Honorary Branch Secretaries, have our Lists and Order Forms. Please use them A.S.A.P.

It helps us at this busy season if individual orders are grouped and shared amongst Members when delivered. Your Honorary Branch Secretary might assist by collecting a group order. As you know, we deliver carriage paid. Collected orders help us to help you.

Orders for Christmas should be in by the last week in November to ensure that the wine is on your table by Christmas Day.

Many thanks for your support over the past year. Happy Christmas! Your early response to this announcement will ensure it.

Yours very truly,

R. Arbiter

R. Arbiter
Managing Director



New towns

New Commission's chief starts this month

by JOHN LANCASTER, national organiser

THE chairman of the New Towns Commission, which came into being on October 1, is Sir Duncan Anderson, formerly chairman of the Federal Power Board of Rhodesia and Nyasaland. This board was responsible for the construction of the Kariba hydro-electric project on the Zambezi. Sir Duncan is a constructional engineer.

The first two members of the commission are Sir Nevill Brownjohn and Mr. Henry Wells, who are chairmen, respectively, of the Crawley and Hemel Hempstead development corporations. Both these new towns are expected to be taken over by the commission early next year.

Staff posts

Advertisements have appeared in the national press for the appointment of the commission's first two officers—secretary and financial officer. Details of these two posts have been circulated to all new towns branches.

GOLFERS AT THE CASTLE

The North Eastern district annual golf competition was played over the Brancepeth Castle course on September 7. Sixty-three members took part. Winners included E. Watson, Gateshead (Johnstone Wallace cup); E. Rose, Durham county (NALGO cup); and Miss B. Thurlbeck, Tynemouth.

Waterways pay more for G.C.E.s

Three additional increments are to be awarded to Class 4 clerks in British Waterways who have four "O" level passes in the G.C.E. For existing staff, this will apply from August 14.

Transport

and, for new staff, from the date of entry into the service. One of the passes must be in English, and one in mathematics. This was agreed by the N.J.C. for salaried staff of waterways divisions on September 18.

NALGO man takes over

At the staff side meeting before the full council, John Lancaster, NALGO's national officer for transport staffs, was appointed staff side and joint secretary, in succession to Mr. C. E. Akroyd (T. and G.W.U.), who has retired.

"Clem" Akroyd has worked closely with NALGO in the local government and transport fields. He was national secretary of the National Association of Clerical and Supervisory Staffs—a subsidiary of T. and G.W.U.

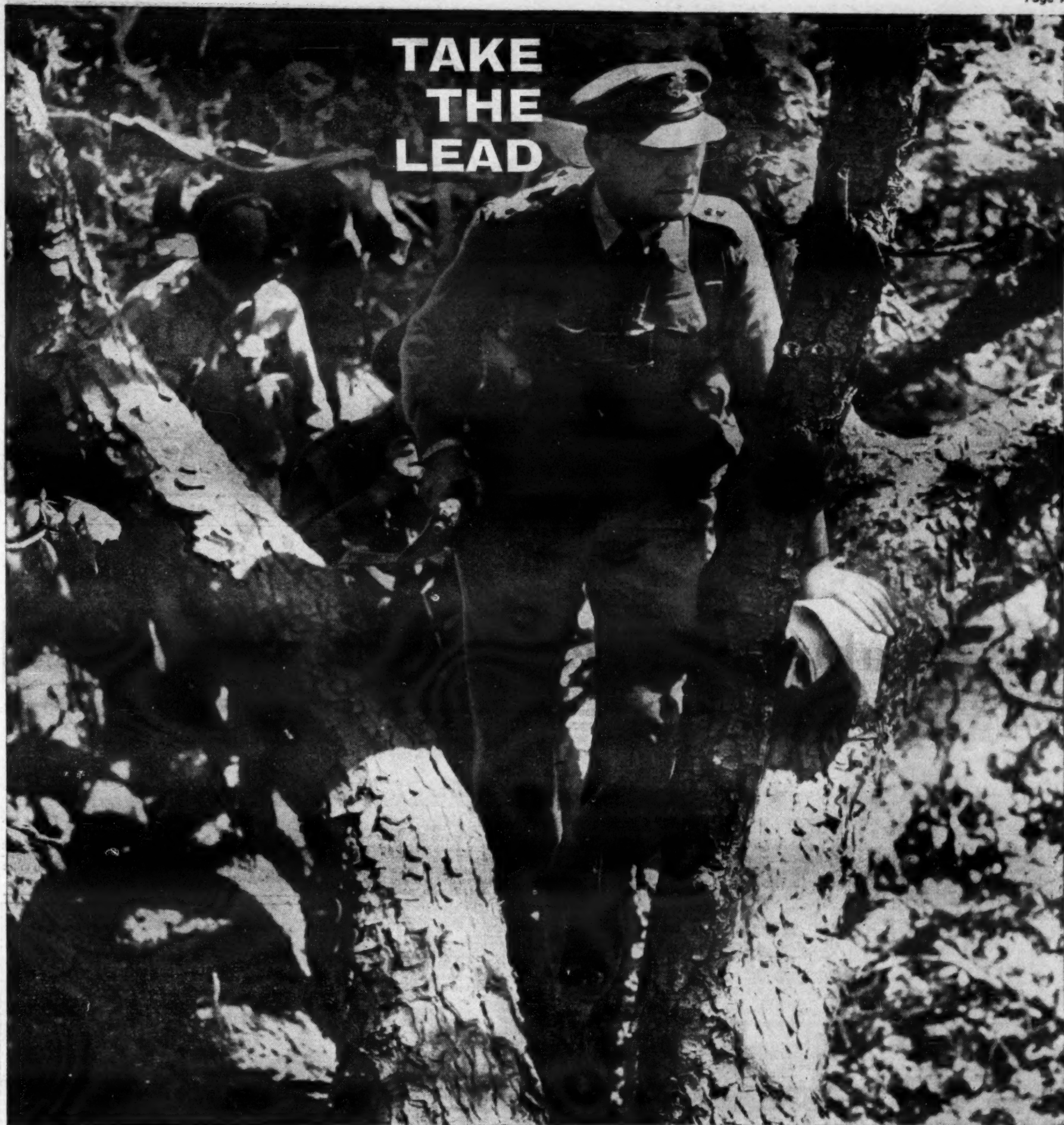
Mr. Akroyd has been a member of the local government national joint council since before its reconstitution in 1946.

He has been staff side and joint secretary of the national joint council for waterways divisions since this was formed in 1949, and staff side and joint secretary of the Tillings group committee since it was formed early last year.

THERE'S A POUND OF DIFFERENCE IF NALGO ASKS

Question in "Motor Transport": "Some bus inspectors have been given pay increases. Can you tell me the maximum rates for Tilling and independent companies?"

Answer in the same newspaper: "Following this year's negotiations between the Tilling group management and the trade unions, the maximum pay for grade II traffic inspectors has been £12 12s. 6d. . . . For grade I traffic inspectors, the maximum rate is £13 5s. With Lancashire United Transport Limited, one of the largest concerns in Britain . . . where the National and Local Government Officers Association negotiates direct with the company . . . road inspectors have a pay rate of £14 7s. and office inspectors one of £14 15s. Depot inspectors have a rate of £15 11s."



THIS MAN IS FITTED TO COMMAND

The patrol nears its objective. For the volunteer officer in command it's a tense moment—the success of this Army Cadet Force exercise rests with him. But it's also the climax to a well-spent day. He has had a chance to do a part-time job that really satisfies him: he has helped train young men during their most formative years. He has made use of his natural ability to lead others. In addition,

he's found an interesting open-air hobby that gives him plenty of exercise.

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regimental cap badge. You're provided with a uniform and a uniform allowance. You also receive full pay during the 8-14 day annual camp and on official courses.

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NALGO House, Harewood Row, London, N.W.1
Telephone: AMBassador 8030

Greatest benefit

"WHAT GREATER benefit could we hope to win for our members?" asked Tom Belton, in his presidential address to this year's NALGO Conference.

He was not talking about a pay claim, but about international peace—and about the "small but significant" contribution NALGO's growing contacts abroad could make towards it.

"We live in a divided world," he said "divided by barriers of language, of custom, of ideology. How better can we break down those barriers than by bringing together men who share similar ideals—as do all in the public service?"

Motions on the Conference agenda showed that Mr. Belton was voicing a common feeling. They called for an extension of the Association's international relations, an exchange system between public service officers in Britain and other countries, NALGO scholarships to enable members to travel abroad and Commonwealth students to come here, and reports in *Public Service* about what was being done in these fields.

Two months ago, we recorded the visit of NALGO leaders to the conference of the Swedish public service union; last month, their journey to Washington for the meetings of the International Union of Local Authorities.

Now, it is the turn of the U.S.S.R. and Czechoslovakia. This month, we report the visits NALGO representatives have made to those countries, at the invitation of parallel trade unions there.

To those who want NALGO to play a part in healing divisions between peoples, these two reports will be especially welcome. The iron curtain is the toughest of barriers, the gulf between East and West the most urgent threat to peace.

The curtain is lifted a little whenever we can read eyewitness accounts by people whose judgment we can trust. These two reports are of that kind; and they have the added interest of dealing with subjects too often overlooked in the sensationalism of power politics.

The visits were short. But they were concentrated, and they were made by experienced administrators, who knew what they wanted to ask, and who pressed for answers.

They were non-political. They committed NALGO no further than every sane human being is committed to finding, and making known, the truth.

They disclosed how great indeed is the extent of common ground between all who work for human health and welfare, even under the most diverse political systems. To that extent, they provide a significant, if small, bridge across the gulf.

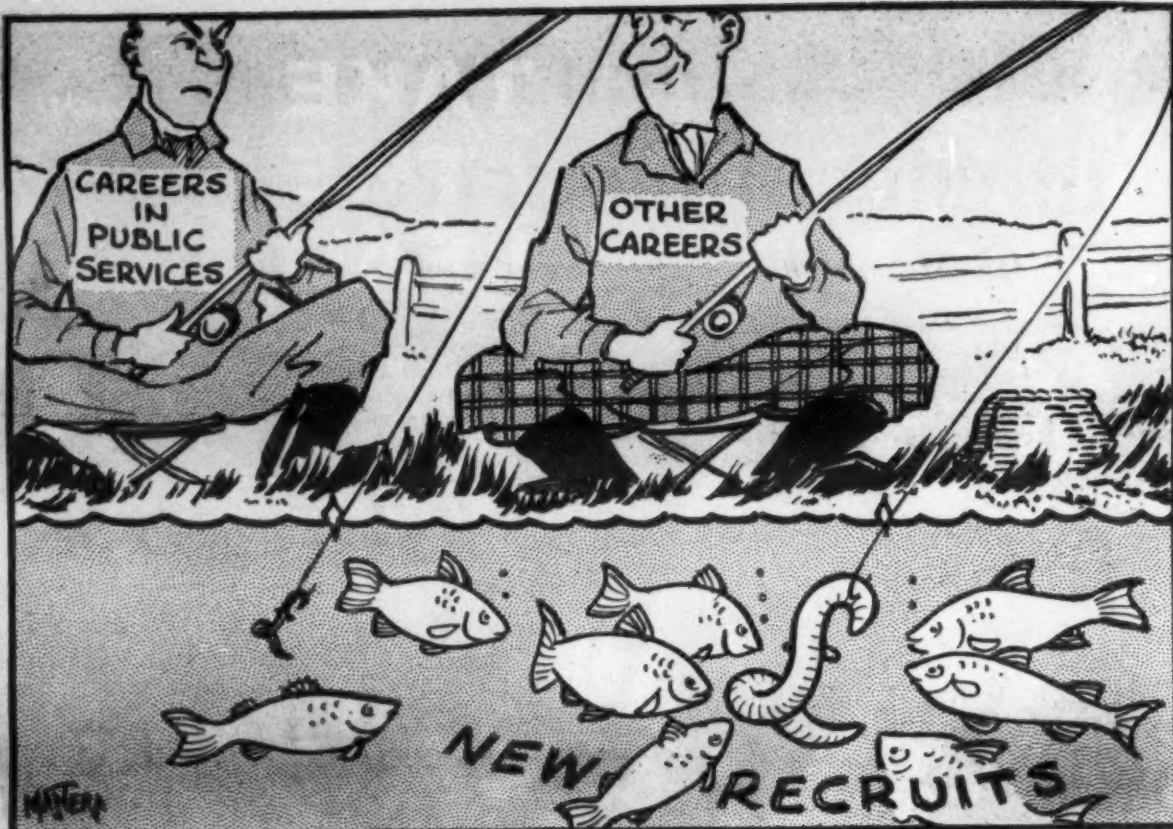
Conference wanted international exchanges to be developed at other levels than that of leadership. There should be an equally warm welcome, therefore, for the news that the Association is to send up to 24 members to Sweden and Finland next year.

That these scholarships are offered for a NALGO summer school abroad is appropriate. In the past, the Association's education committee has played the major part in developing our international contacts.

Even happier has been the idea of linking the scholarships with the new drive in trade union education. For the development of international understanding is not a frill on NALGO's trade union garment. It is, rather, an essential thread to be woven into the pattern, as much a part of our trade union work as the day-to-day negotiations with employers over pay and conditions.

Without it, not only living standards but life itself may be obliterated. With it, we shall be on the way to securing, for every member, the greatest benefit of all—life more abundant in a world at peace.

It is the aim of "Public Service" to encourage the fullest freedom of opinion. Unless the fact is stated, therefore, views advanced, in the editorial columns or in signed articles, should not necessarily be regarded as expressing considered NALGO policy.



YOU'RE NOT USING THE RIGHT BAIT, MATE!

'Is it time NALGO began thinking about political action?'

Chancellor's policy may force it on us, argues CROSSPATCH

I WONDER if the name of Tomsy came up during the conversations which our delegation had with Communist trade unionists in the Soviet Union. Probably not, as he escaped a purge only by a timely suicide.

A pity, really. In present circumstances, our delegates could have saluted his memory with sincerity. For, when head of the Soviet trade union movement in the 20s, he faced, on a massive all-Russian scale, the problem which confronts NALGO now—must there be one set of rules for relations between unions and private employers, and another where the employers are state-controlled?

Tomsy thought what we think: that unions are independent bargaining bodies, and should be free to work for improved conditions, whoever their employers may be. His betters thought not.

State before members

In Russia, during the 20s, considerable areas of private enterprise remained. And, in those areas, there was no obstruction to the ordinary ways of trade unionism.

But the Soviet Government felt less accommodating when it was the employer.

Then, it maintained, the unions should put the good of the state before the rights of their members.

This seems near enough to the Chancellor of the Exchequer's position to suggest that he casts a wide net for his inspirations. The suspicion strengthens when you think of the government's likely method of settling teachers' salaries in future—which is to decide on the rise and give it to them whether they find it acceptable or not.

Decided—then discussed

In 1926, the Soviet Government decreed that the amount of wage rises should be decided by the Supreme Economic Council before the separate unions started to negotiate. And, not to labour the comparison, the same body decided, in 1928, that arbitration should be allowed, but that the decision would be binding only if both sides accepted it.

So you can see that Tomsy

covered the ground a long time before the NEC got to it. Unfortunately, his story does not provide us with a happy ending.

He fought his losing battle throughout the decade, and finally blew his top in 1929. Then, he repeated to the party congress, in very direct terms, his view that the role of the trade unions was the same whether the state was the employer or not. He was heavily defeated, and disappeared into a minor appointment—neither the first, nor the last, to do so.

Unionism under fire

The purpose of this sad story is to emphasise the seriousness of NALGO's position.

We are faced with two problems. The immediate one concerns the future of our proposed claim and co-operation with other unions with similar difficulties. This problem can be solved, if the Chancellor brings the "pause" to a quick end. But it would still leave the major threat to our interests in being.

The Chancellor's "I'll be the judge and I'll be the jury" policy of no-rises-and-no-arbitration-unless-I-say-so, is not fundamentally, an attack on wages, but on trade unionism. He seeks to use legal and quasi-legal powers to deny unions the right to free negotiation.

Any way out of the immedi-

ate problem which leaves these powers intact for future use, postpones the issue without solving it.

It is this attempt to create a privileged position for the employer-state which we are really contesting. Trade unions, relieved of their rights to bargain, lose their reason for being. They are in the Russian position—post-Tomsy.

"Trading" unions

True, Russian unions continued their existence as thinly-veiled state bodies, even though their principal function seemed to be giving three cheers for increased work-norms. They did so because they ran privileged trading-societies, which obtained scarce goods for members, below market price.

Though there is an echo of NALGO here, these are different times. I can see our members paying about five shillings a year to belong to a thrift scheme. But I cannot imagine them giving their time to collect subscriptions or attend meetings, in order to obtain four shillings in the pound off washing machines.

Extinction on the way?

For NALGO to accept the "withering away" of its bargaining powers is to invite slow extinction.

Perhaps so, you may say, but we have no intention of accepting. We are prepared to fight for our rights. Agreed—but how hard, and with what methods?

Are you prepared for an unusual battle? By which I mean that political action has laid a disability on white-collar unions.

Is it likely that they can get rid of it without political reaction? If not, will you be prepared to countenance an armory which contains weapons like lobbying, pressure groups, or electoral support for the party which promises to remove that disability?

When state threatens...

If state employees and their close kin are regularly threat-

ened with the state's power whenever they become assertive. I do not think we can adequately defend ourselves within our present self-imposed limitations.

"No-strike NALGO" is disappearing. Should our present treatment be repeated as crisis succeeds to crisis, "no-politics NALGO" cannot help but follow.

Perhaps you don't agree. But it is at least time that our movement gave serious thought to the possibility.

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New ideas, new faces in education drive

"Ask Me Another" expert joins staff

A GROWING demand for reliable correspondence tuition, increasing official support for residential courses, and the decision to develop trade union education—one of the most significant made by NALGO in recent years—has led to a strengthening of the Association's education department under K. S. Carter, the education officer.

"As sure as the price of freedom is eternal vigilance, so the price of progress is knowledge," says the education committee, in a special statement on trade union education already sent to every branch.

"Trade unionism, as at present understood, has many opponents, and may well be challenged in the future. In meeting such a challenge, trade union education has an important part to play."

Until now, the department's obligation to its thousands of



Terence Bond

correspondence and residential students has prevented it from making ambitious plans in this field. But, with a strengthened staff, it will be able to do more. Plans will be announced next month.

"Brain of Britain"

The staff changes include the re-designation of Miss S. R. Kibel as assistant education officer, and the appointment of two senior administrative assistants.

Terence Bond, a former member of Nottinghamshire branch and well known to all TV and radio listeners as runner-up in the B.B.C.'s 1958 "Brain of Britain" competition and a member of the "Ask Me Another" team;

and G. H. Granger, formerly a legal assistant at Crawley New Town Development Corporation.

Both hold the D.M.A., for which they studied through

NALGO's correspondence and residential courses. Mr. Bond won the Sir James Aitken prize awarded every year to the best student in the intermediate examination.

They will join W. Ballantine, an M.A. of Edinburgh, who studied social science at Liverpool University before becoming a youth employment officer. He has been with the department since 1958.

Miss Kibel has been a member of the education department's staff since 1949. She is a B.Sc.(Econ.), specialising in government.

Mr. Bond will concentrate at first on developing the trade union education programme, but he will also take part in the department's other work.

More courses

This work will be expanded by the addition of correspondence courses in engineering and for additional accountancy examinations. These will increase the number of examination subject courses provided from around 200 to more than 250.



Miss S. R. Kibel

Out to grass



Saying "goodbye" to Ramsgate's most popular horse, "Prince," gave local NALGO members an opportunity to score at Ramsgate carnival. "Prince" appeared in a place of honour, pulling the branch's "Widdicombe Fayre" float, which won first prize in the humorous class.

The float was escorted by bearded "yokels"—members who had neglected to shave for several

days before. It carried notices telling the crowd: "This is my last public appearance, as I retire tomorrow—Prince."

The picture shows the silver trophy being presented by the Mayoress, Mrs. J. Barnett.

"Prince," who has now retired to the Ranch home for old horses at Broadstairs, worked for Ramsgate corporation for 13 years.

YOU CAN WIN PLACE AT SWEDISH SCHOOL

A FREE place at NALGO's 1962 Summer School in Sweden—that is the exciting prize the Association's education committee is offering to encourage members to study trade unionism.

The committee is offering 12 scholarship covering full expenses—including fares—to the school. All members are eligible.

Competitors will be expected to undertake a regular course of reading on trade unionism this winter, under the guidance of the education department. Each will be asked to write two or three articles on selected trade union problems. The scholarships will go to the

writers of the 12 best articles.

Details of the scheme will be ready this month, and will be sent by the education department to all who ask for them.

Theme of the summer school will be a study of the economic, social, and legal position of the Swedish public service officer. To get the best results from such a course, students must have the background knowledge to ask the right questions. It is hoped that the 12 members chosen for scholarships will be qualified to do that.

District committees will be invited to fill another 12 places with full or part-time scholarships.

The party will spend about seven days, in early August, in a training centre owned by Swedish white-collar trade unions. The centre is an old manor-house standing in its own grounds, with a private swimming pool, and has been converted to accommodate 30 students in comfort.

Visit to Finland

Not all the time will be spent at the centre. Visits are planned to Stockholm and other tourist resorts. The interests of individual students will be catered for by special arrangements.

From Stockholm, the party will go to Helsinki for a short visit as the guests of the Finnish Union of Municipal Officers.

Only a few places will be available for members who do not take part in the winter education scheme. Applications will be considered in December, and the cost will be £60-£70.

'D.M.A. FINALISTS CAN'T WRITE GOOD ENGLISH'

I N the ten years since the first final examinations were held, close on a thousand Diplomas in Municipal Administration have been awarded. Yet the examiners' report on this year's examination points out that there are still many common failings to which they have repeatedly drawn attention.

In the first place, the report states, many candidates are still under the impression that the examinations are primarily a test of memory. This is not so. The questions set demand argument and logically reasoned conclusions, and cannot be wholly answered by a mere recital of the facts, even if these are correct and relevant.

Secondly, the examinations test candidates' ability to select as well as to understand; yet it is obvious that many still mistakenly write down everything they know, and leave the examiner to decide which parts of their answer are relevant, which is not his job.

Poor presentation

Presentation is another reason why some candidates lose marks, even when the content of their answers is good enough to secure a pass. What is worse, the report adds, examiners still have to comment on weak grammatical construction, spelling mistakes, and bad style. Too many candidates reach even the final without being able to write reasonably good English.

Narrow reading

A final regret expressed by the examiners is that too many candidates confine their reading to lecture or correspondence course notes, supplemented by one or two general text-books. This not only gives the candidate very little "reserve" in the examination; it also reduces a potentially interesting subject to a boring one. To counteract this, NALGO is again running a residential course for D.M.A. candidates at the end of the year.

SOCIAL WELFARE PRIZE OFFERED

A ten-guinea prize is being offered each year by the Institute of Social Welfare to the D.M.A. candidate who obtains the highest number of marks in the social services and welfare services papers of the final administrative examination. The prize will be awarded by the L.G.E.B.

To be eligible, a candidate must have been successful in the final as a whole either at one sitting, or by passing in the two parts in successive years.

It looks like a jumble—but there's method in it

E XAMINATIONS are for passing, not arguing about. And few students question the syllabus they are given. Their only worry is to learn enough of it. But there must be some D.M.A. candidates who would have silently agreed with the one who told the Local Government Examinations Board: "your course is a jumble of assorted subjects with little relation to administration."

The reply from the Board was short but effective.

It pointed out that the D.M.A. examinations are designed to test mental ability and the capacity to understand a new problem. They are not intended to teach "administration," but to find out whether the candidate is likely to be able to undertake higher grades of work.

The study of government gives an excellent mental training, the main job of the examinations, says the Board. And it adds that officers should know something of the background of administration, including economics, statistics, and constitutional law.

It maintains firmly that its courses are rewarding, and not only because they improve promotion prospects.

There is the intrinsic interest

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With NALGO's delegates

INSIDE



A BUSY and lively people genuinely concerned with achieving the social prosperity they believe in—that was the outstanding impression left by this visit.

We found everywhere a desire for peace and friendship, amounting at times almost to an obsession. To see the speed at which cities are being restored, amenities provided, and the standard of life raised, is enough to appreciate that war is an unthinkable proposition to the ordinary people of the U.S.S.R.

The Russians we met showed genuine friendliness towards Great Britain. They wanted to understand our institutions, as well as to explain their own. And it was refreshing to notice that we were shown the bad features as well as the good.

Alongside the rapidly rising new blocks of flats in the cities, they pointed out the poor housing conditions in which many people still live.

We ourselves particularly noticed the poor state of repair of existing buildings, and the bad condition of the roads. In Moscow, we found large potholes in the streets, which were a danger to drivers and pedestrians.

Our hosts were not proud of these things, but they told us that they had to take first things first. The most urgent task was to house people decently, and to press on with the industrial development necessary to make the best use of the country's resources.

And we were told that, if we visited the Soviet Union again in a few years' time, we should see a great difference in both buildings and roads.

We also found a great deal of free discussion. The atmosphere in which a heated argument on the merits of Soviet and British political institutions was conducted during a meal in a Kiev restaurant stands out in our memory. No holds were barred, and other diners showed considerable interest.

44 years after

It was impossible, however, to make our hosts see any particular virtue in the free, democratic political institutions enjoyed in Great Britain. It must be remembered that it is now 44 years since the October Revolution of 1917—the lifetime of two generations. Many in responsible positions in the U.S.S.R. have grown up in a political system where there are no elections on a party-political basis and where the life of the country is dominated and

directed by one political party. Although not easily understood by us, this system must be looked at against the background of a country which has never known free political institutions.

Nor should their absence suggest that there is no freedom of association or discussion in the U.S.S.R. We were satisfied that, within the central policy laid down by the state, there is discussion on methods, ways, and means.

Personal elections

Elections in which there are competing candidates do, in fact, take place—for city councils and other bodies. But the competition is personal, not grounded in political connections or organised groups.

People came to the fore through work in voluntary bodies, like the trade unions, for example. They attract attention by their organisation work locally or by their ability to present a case, or to speak with particular force.

We certainly did not see the vast prison camp which is the bogey of some Western commentators and politicians, and we think that the spreading of such a conception is one of the greatest barriers to international understanding.

We were strongly impressed with the pace of town building—not only with the housing schemes, but also the fine public buildings, sports grounds and arenas, theatres and cinemas, exhibition grounds, open spaces, trees and gardens.

Kiev and Leningrad were almost totally destroyed during

How does the "Soviet NALGO" differ from ours? How does Soviet local government work? How do the people of the Soviet Union really live?

These were some of the questions asked by the first NALGO delegation ever to visit the U.S.S.R. It went at the invitation of the State Institutions Workers' Union, and consisted of Raymond Evans (President), G. R. Ashton (senior vice-president), A. E. Nortrop (chairman of the National Executive Council), N. W. Bingham, and G. A. Drain (deputy general secretary).

The delegation spent 14 days in the U.S.S.R.—four in Kiev, three in Leningrad, and the remainder, in three different periods, in Moscow.

This article is based on the report they presented to the National Executive Council.

the Second World War. And it is a striking tribute to the Soviet people, particularly the city authorities, that they have been not only restored but improved.

A feature of the restoration was the respect shown for early Russian and Ukrainian history. In Leningrad, the fine 18th-century buildings—largely destroyed during the German bombardment—have been restored in their original form.

We were a little puzzled at first by this respect. But we soon found that, after Lenin, the most venerated historical figure in Russia was Peter the Great—the ruler who struggled to modernise his country, to develop contacts with the rest of the world, and to organise scientific, industrial, and commercial progress. These are just the policies to which the Russian people are now giving the highest priority.

"Green lung"

Strong emphasis is placed on the beauty of the cities. In Kiev, the vice-president of the city council placed the development of trees and open spaces second only to housing. And we were particularly struck by the "green lung" built down the centres of busy roads, with a quiet footpath surrounded

THE SOVIET UNION

State Institutions Workers' Union
CENTRAL COMMITTEE

ГЕНЕРАЛЬНОМУ СЕКРЕТАРЮ
НАЦИОНАЛЬНОЙ АССОЦИАЦИИ СЛУЖАЩИХ
ОБЩЕСТВЕННЫХ И МЕСТНЫХ УЧРЕЖДЕНИЙ

ГОСПОДИНУ В.С. АНДЕРСОНУ
ЛОНДОН, АНГЛИЯ

Мне приятно сообщить Вам, что в целях дальнейшего укрепления дружественных контактов между нашими организациями, Президиум Центрального Комитета профсоюза принял постановление пригласить делегацию Национальной Ассоциации посетить Советский Союз летом этого года в составе 5 человек на 2 недели.

petrol-buses, and scores of taxis. Sleeping cars on the trains reach a high standard—something we appreciated, since we slept for four different nights in them.

The people of Moscow and Leningrad take a great pride in their underground railway systems. The trains are clean and efficient, and the architecture of stations is remarkable. Some of them are elaborately decorated with murals, mosaics, and chandeliers.

But there are few private cars. Explaining, our hosts pointed to their excellent public transport systems, which would shortly be free of charge, and suggested that Soviet citizens were unlikely to need cars of their own.

We were sceptical about this, and suggested that a rising standard of living would make people want such material things. They were not completely convinced, but there were signs towards the end of our tour that we had at least partly conveyed this aspect of the Western conception of prosperity.

As in most European countries, taxis and other vehicles were usually driven with complete disregard for pedestrians. At the hospital we visited, there were many road casualties. And it is clear that, with increasing traffic, both the state of the roads and road safety generally must become an increasing preoccupation of the Soviet authorities.

There is plenty of food in the shops, which are usually full of customers and open until late at night. We were particularly struck by the number of young people dining out in the restaurants.

By contrast, men's clothes are exorbitant in price, and not well-cut or smart. A suit, for example, costs the equivalent of £75, and a pair of good leather

shoes £20. Older women do not seem to care much about dress, but the younger ones wear bright, modern dresses. Up-to-date hair styles are common.

As far as we could see, every family had wireless and television. Near Kiev, we visited the homes of some gas workers, and found both a wireless and a television set in each.

This can be taken as some indication of material standards of life. But it should be remembered that central direction and propaganda play a large part in the U.S.S.R., and radio and television are an essential feature of the system.

Listening to Britain

We found that many people listen to United Kingdom broadcasts, some using them to learn English. Our first news of the British government's economic measures came from our interpreter, who had heard the main points in one of these broadcasts.

Other features which impressed us were complete sex equality, in fact as well as in theory, no racial discrimination, and the widest possible recognition of the different national cultures making up the U.S.S.R.

Outside the cities, we had the impression that the countryside was still backward. It is true that we did not visit any of the large collective farms, which represent probably the highest form of Soviet rural development.

But we did travel through large areas of countryside, and saw many villages with poor and inadequate wooden buildings, and, as far as we could see, no roads. We felt it would be some time before rural standards approached the urban level.

Soviet trade unions and local government are discussed on pages 12 and 13.

In every Soviet city, the bulldozers are hard at work making room for new and better homes for the people.



Photographs in this four-page report (except "Soviet Snapshots") by Soviet Weekly.

'SOVIET NALGO' LISTS MR. K. AMONG ITS MEMBERS

Trade unions in the USSR are mammoth organisations which

MOST striking feature of Soviet trade unions is that they cover whole industries from top to bottom. Thus, our hosts—the State Institutions Workers' Union—organise all state workers, from Mr. Khrushchev himself to the most junior manual or manipulative workers in any public service.

So there can be no demarcation disputes, and it is impossible for more than one union to be represented in any enterprise or administrative body.

Even more striking is the fact that there are only 22 unions in the U.S.S.R.—the result of large-scale amalgamations. This can be compared with Britain's figure of more than 300.

Naturally, this means that they are large organisations. The State Institutions Workers'

central state agency for labour and wages.

Under this system, the state hands down edicts on salaries and wages which are not negotiable in our sense. The unions may comment on them, and, in particular cases, may even put forward arguments for changes. But the scope for bargaining appeared to us to be small, and wage arrangements just one in the wide range of functions for which a trade union is responsible—and not a major one.

encourage productivity, administer social insurance, are interested in sport and culture—but do NOT negotiate their members' pay

PRAISE FOR A SPACEMAN

The delegation were in Moscow when the news of Major Tsiol's space flight came through. It was announced over the loud-speakers in Red Square.

At first, the news, which had been expected, was received by the people quietly. But later, as the extraordinary details became known, they grew more excited.

The next day, the delegation, in interviews with Tass news agency and Moscow Radio, expressed unreserved admiration of the outstanding scientific achievement.

Union itself has 1,800,000 members, considerably more than Britain's biggest—the 14-million-strong Transport and General Workers Union.

Russian unions play a different role in settling salaries and conditions of service. Initiative in this field comes from the central government, which reviews the position in each group of industries or services from time to time. It allocates the sums of money available for salaries, and fixes increases and dates of operation.

The last general review for state employees occurred in 1960.

Even when a review has been made, individual organisations have little to do with the allocation of money available for wages. Responsibility for this job lies with the All-Union Central Committee of Trade Unions, working with the

A big meal before them, and friends to share a joke with—no wonder these five Young Pioneers all look so happy.

"Social wages"

It should also be pointed out that all wages are net. Taxation and rents are low. Payments for transport and public services are small, and are to be abolished during the next few years.

These "social wages" must be remembered when making comparisons; but they do not enter into salary negotiations in the form in which we ourselves would recognise them.

We did find something resembling our right of appeal in disciplinary cases. We learned that the union's agreement is need in cases of dismissals by the management. If it did not agree, there would be discussions, starting with the local unit, and then the district committee.

It was not possible to get a clear picture of the salary standards of clerical and administrative workers. But we did learn that they are not on "scales" with annual increments.

A periodic review is carried out, and increases are awarded if the employee concerned has "improved his qualifications." This does not necessarily mean academic or examination qualifications, although continuous emphasis is placed on better education; improved proficiency "on the job" is taken into account as well.

41-hour week

Office hours are eight a day, from Monday to Friday, with an hour off for a midday meal—usually eaten at work. On Saturdays, six hours are worked, with no meal-break. This means a 41-hour working week.

We were surprised to find that starting times vary from one office to another—between 8 a.m. and 10 a.m.

Standard annual leave is 18

working days, plus six more for long service. This is in addition to national holidays.

Soviet trade unions are concerned with many things other than labour relations.

For example, they are interested in the efficiency of their managers, and in productivity. They devote much time and money to culture, sports, and athletic activities.

They also operate the country's social insurance scheme, and take full responsibility for factory and office

inspection and general safety at work.

The trade union movement as a whole runs rest homes—similar to NALGO's holiday centres—and sanatoria on a large scale.

In Kiev, we visited a Young Pioneer camp. The trade unions' central organisation makes the arrangements for admission to these camps.

The Young Pioneer Movement has many of the aims and ideals of the boy scout and girl guide movement, with the addi-

tion of considerable state inspiration.

The Kiev camp accommodates 240 children between 7 and 15. The pioneers are divided into detachments of 40, each with a teacher and pioneer guide. The older groups look after themselves completely, and each detachment is responsible for a section of the camp. Camp leaders include enthusiastic university and college students, who work voluntarily.

Five million Pioneers

There are 16,000 of these camps in the U.S.S.R., catering for 5,000,000 children each year. We were impressed with the children's happiness, their leaders' dedication, and the excellent food and drink provided.

Union membership is not compulsory or automatic. But a non-member would not be eligible for social insurance benefits, nor for admission to rest homes or sanatoria. He would not be able to send his children to a Young Pioneer camp, nor to take part in union discussions on social and industrial policy.

There is, however, nothing like a "closed shop." We were told that about 4 per cent of the workers eligible to join the State Institutions Workers' Union were not members.

This union, like the rest, is anxious to encourage international relations. It has an international department headed by a professional officer, Mr. A. Gusinskiy, who was one of the guides on our visit. Internal organisation is based

Soviet trade unions run rest homes and sanatoria. The one seen here has a fairy-tale look.

on local units similar to our branches. Of the 1,800,000 members, only 300,000 are manual workers. The rest are office workers, with women in the majority.

The union covers workers in all branches of the central administration and local government offices, the banks, courts of law, social security administration, and diplomatic missions.

It is governed by a central council of elected members and union officers, who in turn elect a presidium of 11, which includes the president and secretary. The presidium is a powerful body which virtually runs the union.

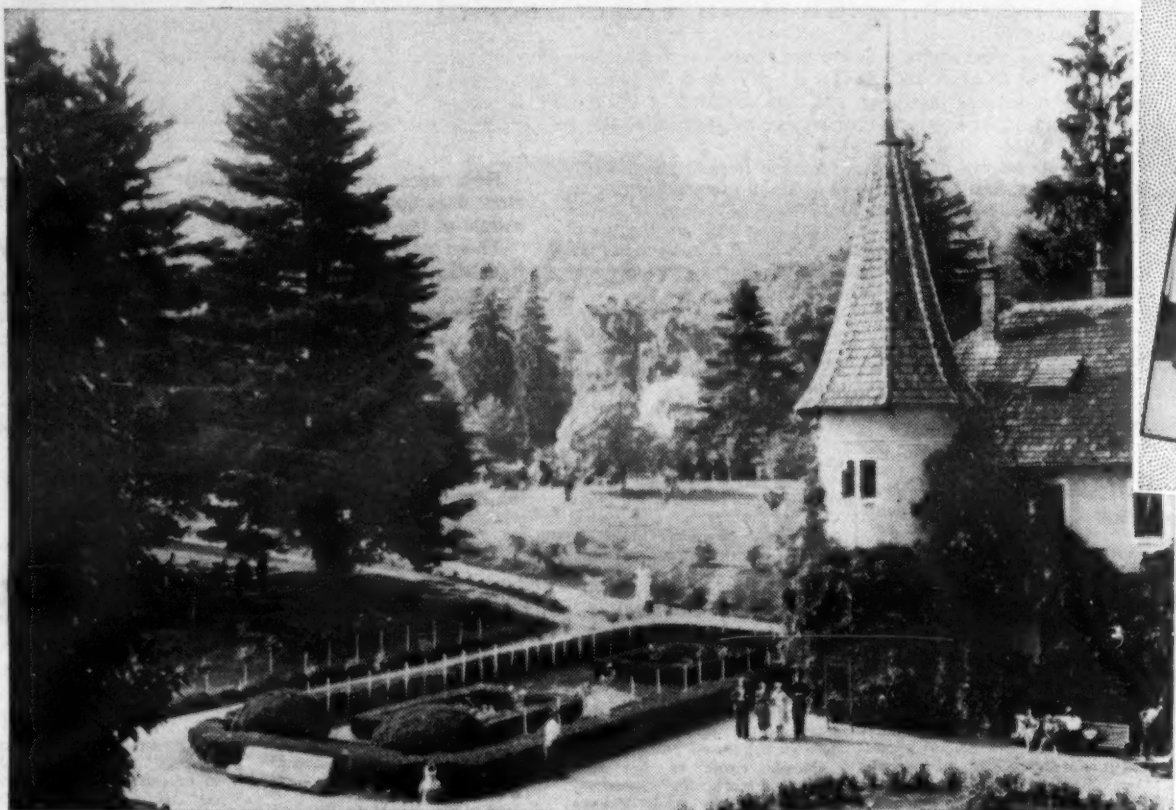
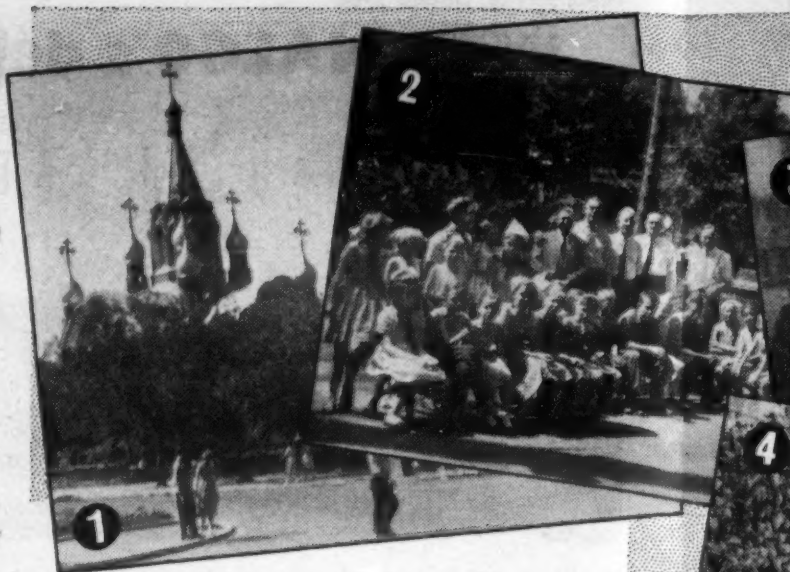
Money for union funds comes from dues which are paid according to salary rates. The maximum payment is one per cent of total pay.

It appears that, although there are great differences between Soviet and British organisation, unions in the U.S.S.R. are essentially serving the main interests of the worker covered by them in that type of society.

We are certain that the differences will remain. Indeed, the role of the Soviet trade unions as agents for state services is likely to increase.

Full report coming

The National Executive Council has agreed to issue the delegation's full report as a pamphlet, which will be sent to branches when available.



Muscovites most of who are decorated





Soviet snapshots

A few pictures from the NALGO delegation's album: 1. The tower and domes of one of Moscow's famous churches. 2. The NALGO members (in the background) enjoy a visit to a Young Pioneer camp in Kiev. 3. Albert Nortrop (centre) and Ray Evans enjoy a quick one with interpreter Leo Razin (left). 4. An exchange of gifts: A. Sennikov, president of the State Institutions Workers Union, holds the silver salver presented by NALGO. In return, NALGO's president, Ray Evans, receives a handsome, enamelled cigarette box from the Soviet trade union. On the extreme left is the union's secretary, Mrs. M. Maneshina. 5. At the Ukraine National Exhibition. 6. George Ashton (left) and Ray Evans on their way by boat to the Peterhof, in Leningrad.

No rates to pay at these town halls

IN a country where there is no private enterprise, it is not surprising that much of the population of the cities should be employed directly or indirectly by the local administration. And it is obvious that the scope of the local authorities will be much greater than that of an English city.

There is an elected council in each city. At Kiev, where we met a vice-president of the council, Mrs. Tamara Ivanovna Sereda, there are 750 deputies. In Moscow, there are 1,066 members, while in Leningrad there are 573.

These numbers are, of course, much larger than for any British local authority, and the role of the council is different. Members are elected in March for two years. From their own number, they then elect a small executive committee of 25.

The main council meets once every two or three months, but the executive committee may meet as often as three times a month, and clearly carries on the main day-to-day administration.

The executive committee has several principal officers, including a president and a number of deputy presidents, and a secretary. All are full-time, and paid while in office.

Secretary is "town clerk"

The secretary of the executive is as near a parallel to the English town clerk as can be found, and the deputy presidents do jobs which are a mixture of those of committee chairmen and heads of departments in Great Britain.

The departmental head as such does not exist. But, clearly, there is a core of professional and qualified officers permanently employed and working with the elected heads of different sections.

In addition to the city council, there are district councils for the city—nine in Kiev, 22 in Moscow, and 19 in Lenin-

grad. These do a wide range of jobs within the main city council plan. Some of their members are also members of the city council.

Financed from profits

The city councils are responsible for all industries within their boundaries, and clearly have a lot of influence on industrial activity. It is not surprising, therefore, that industrial managers themselves are represented on the council.

There is no rating system and few taxes. Money to run the administration is provided by the profits of industries in the area, a small grant from the central government of the republic, and the proceeds of a small tax.

Taxation plays only a small part in paying for social services and public utilities. The cost is met out of a surplus on the costs of industrial production deliberately allowed for.

The main preoccupations of Russian local government are

housing, education, and open spaces. The enormous blocks of flats now being built were the most striking feature of the three cities we visited.

The highest rent paid for a new flat is 5 per cent of the pay of the highest wage-earner in the household. In older buildings, the figure is 2 or 3 per cent.

An indication of the scope of the local authority's work may be gathered from Leningrad, where there are 33 departments. Four of these are classified as main departments—construction works, trade, local industries, and supply of materials.

External relations

Other departments include finance, medical services, organisation, roads and bridges, education and gas services. The list of jobs for the executive committee secretary includes general administration, establishment work, social insurance, external relations—an important feature in the life of a large Soviet city—and general inspection of the city services.

In each city we visited, our hosts showed us large, spacious, and magnificently decorated city halls. These obviously accommodated more than the

SILVER FOR A BRIDE

A set of silver spoons was the delegation's wedding gift to a rather astonished young couple in Leningrad. It was presented after the delegation had watched the simple marriage ceremony—performed in the matrimonial palace by an attractive young woman.

The ceremony took place against a background of music—not sacred, but solemn and suitable for the occasion.

maximum number of the council.

It appears that, in addition to members of the public and the press, people who are involved in running activities to be discussed at a council meeting would not only be present, but would take part in the council's debates.

But it should be stressed that these discussions are only on general policy. The detailed running of the city is undertaken solely by the executive.

Within the main council, there is a committee structure similar in some ways to that of an English local authority. A committee of elected members is responsible for a particular subject, and keeps in touch with the executive member in charge.

Local authorities, of course, do their job within the framework of the government's central plan, which affects every section of the nation's economy and administration, from top to bottom. But there is room for local variation on timing and method.

We were impressed, for example, by the eagerness of all concerned to "beat the plan." Regular reviews are made, and the aim is not just to keep to the timetable, but to improve on it—then get on with the next job.

In Kiev, we were told that the citizens "gave" ten days' extra work above the normal working time to complete the restoration of the city ahead of schedule. And we heard of instances where materials were provided, and the citizens did the job.

Again, children in Kiev were consulted about plans for a children's park, and helped to carry them out—an example of citizenship training as well as an extension in planning.

Health, education, and the gas industry in the U.S.S.R. are discussed on page 14.



Inside the USSR—NALGO delegation's report (continued)



Public health problems—the same the whole world over—are discussed at a conference in a Leningrad polyclinic.

DOUBLE-RATE OVERTIME FOR ALL HEALTH STAFF

THREE-PATIENT wards were the most impressive example of hospital organisation we saw during our visits to a Moscow district hospital and polyclinic. This is the practice in all new hospitals in the USSR.

This district hospital was started six-and-a-half years ago, and some parts of it had only recently been finished. It is the direct responsibility of the district council.

Although light and airy on the upper floors, the hospital is not brightly painted inside. The more advanced colour techniques used in Great Britain have not yet penetrated to the USSR.

We admired the separate dining rooms on each floor, and the rest room in the middle of the building. Greenery and growing plants added to the pleasant surroundings.

The operating theatre appeared most adequate for its job. All theatre and X-ray equipment must be approved by the Medical Workers Union.

In the hospital, which is noted for its surgical techniques, we met Professor Boris Ossipov, the world-famous authority on local anaesthesia in surgery.

The doctors were anxious to describe their work, and we saw some examples of outstandingly successful treatment.

Brilliant surgery

In particular, we were impressed by a case in which a hand—totally severed except for a fragment of skin—had been saved and completely restored.

There is no nurses' home attached to a Soviet hospital. Nurses come in each day. Many are married, and there are some part-time workers. Hours of

work are six-and-a-half a day, for six days a week.

As in England, there is always a shortage of nurses and domestic staff. The reason given for the constant turnover was the exacting nature of the job, rather than poor wages.

Overtime is worked—up to two hours a day is allowed by the union—and everybody gets double pay for it, from the most senior doctor to the domestic staff. This was a novel and welcome idea to us.

Hospital visiting is restricted to two hours a day, although exceptions are made for seriously ill people.

Single medical service

We found that, as in England, early waking is a bugbear of Russian patients. We told the medical director about the new ideas on this subject in our more progressive hospitals.

The director is head of both the hospital and the polyclinic. The British division between medical services is unknown in Russia. Environmental, preventive, and curative services are run together.

The family-doctor service for the district is provided at the polyclinic. This means that there is complete co-ordination between the general practitioner and the specialist.

Children have separate polyclinics, while all ante-natal care is given at home.

The director has five assistants. One is in charge of administration, and the others of different branches of medical and supporting sciences.

Doctors in control

The administrator is responsible for supplies, finance, and auxiliary services. This was the nearest parallel we could find to hospital administration in Britain. But it was clear that this officer is responsible to the medical director, and has no power of final decision. Nor does he have any responsibility for staff.

Another of the five assistants is in charge of what we should call social medicine. He combines the role of doctor, almoner, psychiatric social worker, and disablement resettlement officer.

It appears that doctors with basic medical training then specialise in the work which, in Great Britain, would be carried out by one of the professions auxiliary to medicine.

'GOODBYE AND THANKS'—IT'S OFFICIAL

The following statement was drawn up and signed at a closing meeting between the NALGO delegation and their hosts:

The delegation of the National and Local Government Officers' Association (NALGO), consisting of [here the names of the delegation are listed], and the representatives of the Central Council of the State Institutions Workers' Union [here the representatives are listed], after discussion of the results of the visit, have come to the following conclusions:

1. That such visits are of great value in strengthening friendship, mutual understanding and co-operation between the public servants of Great Britain and the U.S.S.R., and assist greatly towards strengthening bonds and contacts between the British and Soviet people.
2. That the development and strengthening of friendly relations between unions which organise public servants in Great Britain and the U.S.S.R. undoubtedly reflects their joint desire to live in peace and friendship.
3. That further mutual advantage will be gained by the exchange of information, literature and delegations, which will lead to better understanding of the problems of members of the trade unions in both countries, and to the fullest possible use of their joint experience.

The NALGO representatives gratefully acknowledge the facilities so generously accorded them to meet members of the State Institutions Workers' Union in all three cities visited, and to discuss with them the organisation, structure, and functions of both unions, and express warm and sincere appreciation for the hospitality which has been so generously provided.

Leaders broadcast on Helsinki radio

NALGO's President, Ray Evans, and deputy general secretary, G. A. Drain, were heard over Helsinki radio in July. The two were members of the NALGO delegation, which on its way to the Soviet Union, took the opportunity of renewing contacts with the Association's friends in Sweden and Finland.

The stay in Sweden was short. During lunch, while changing planes in Stockholm, the broad outlines of next year's NALGO summer school in Sweden and Finland were discussed with Filip Anger, of the SKTF—the "Swedish NALGO"—and his wife, Birgit.

In Helsinki, the delegation was met by representatives of the Finnish KunnallisVirkamiesliitto (KVL): Mr. Eero Ronka, president, Mr. Aarne I. Valikangas, vice-president, who was a guest at NALGO's Blackpool Conference, and Mr. Eero

Kantola, managing director.

The summer school was the subject of a conference at KVL's offices next day. Later, the delegation toured the Helsinki branch's holiday centre at Stansvik. KVL members can use the centre for short visits and holidays. And they can rent plots on which to build summer chalets.

The branch pays a rent for Stansvik to the Helsinki city council; but this rent is exactly the amount of the welfare subsidy given by the council to the union.

Before the delegation left Finland, each of its members was made an honorary member of KVL.

Gasmen on a 'roll of honour'

The delegation observed the Soviet conception of competition when it visited a gas plant near Kiev.

On the wall of the trade union room was a row of portraits of outstanding workers. Although commercial competition is non-existent, personal competition is encouraged. The delegates were told that it was a matter of importance and honour for a worker to appear in this "Roll of Honour."

The plant is a compressor station distributing supplies in the area. The gas itself is natural gas, which is pumped through pipelines from the Black Sea area.

The delegation was shown the special room set aside for study and research into the industry's problems.

In a nearby village settlement, they were welcomed into the homes of some of the gas workers, who showed the spontaneous hospitality met everywhere in the U.S.S.R.

The settlement originally housed gas workers only. But it had been expanded, and now included other kinds of workers, many of whom travelled to Kiev each day.

SIX-HOUR DAY FOR TEACHERS

There is compulsory public education in the U.S.S.R., broadly between the ages of eight and 15. The main demand is that a child must have eight years at school.

In a kindergarten in Kiev, where the children are between three and seven, some of them sang English songs for the delegates. They are being taught the language at an early age, as an experiment.

The kindergarten is open from 9 a.m. to 6 p.m. each day except Sunday. The teachers work in shifts, as the Teachers' Union insists on a six-hour working day.

There is a waiting list for admission, and parents are charged according to wages. These are not admission fees, but designed to cover the cost of accommodation and food.

Each section of the kindergarten has a set of lockers for each child, rest rooms with beds, playrooms and cabinets and toys. There is also a music room and a swimming-pool.

"Ship-building" by happy children in a Kiev kindergarten.

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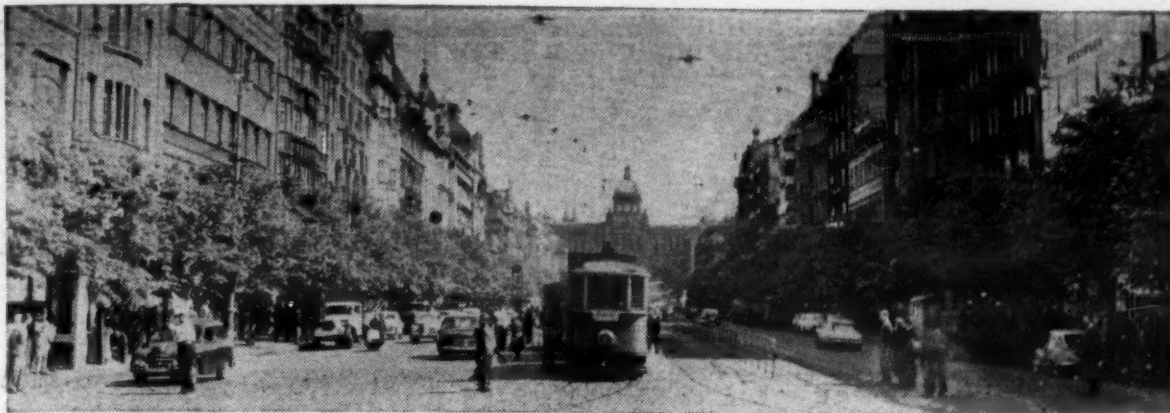
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Like Prague's other thoroughfares, the famous Wenceslas Square has no traffic problem—because there are few private cars.

CZECHOSLOVAKIAN CONTRASTS

NALGO's immediate past president, G. T. Belton, and general secretary, W. C. Anderson, visited Czechoslovakia for a week in August as guests of the Czech equivalent of NALGO—the Trade Union of the State Organ Employees. During their stay, they had conversations with the president and vice-president of the union, officers of the Czech TUC, the president of the state office of social security, and others. This article is based on their report to the National Executive Council.

EVEN A SINGLE week was enough to reveal some striking contrasts in Czechoslovakia. Against a general impression of drabness, we could set the magnificent "house of culture" we saw at Ostrava, built by the Central Council of Trade Unions (the Czech TUC) at a cost of £2½ millions.

We noticed that there was a policy of encouraging gardens—for example, attached to new workers' flats—but that not a great deal was done to care for them.

We found Prague a city without a traffic problem, because there are hardly any private cars; but we learned, too, of a fully comprehensive programme of social insurance for the whole population.

German legacy

The drabness we ourselves could understand, and our hosts told us our explanation was the right one: from the time of the German occupation in 1938 until the end of the war, little or nothing had been done to maintain and improve buildings and streets; and, after the war, there had been an acute shortage of labour and materials.

By contrast, again, the spas of Carlsbad and Marienbad (or Karlovy Vary and Mariánské Lázně, to give them their

This impressive crescent is part of Ostrava's "new town" of 80,000 people, mostly miners.

One good turn...

It is not possible to obtain Czech currency in Britain. At dinner on the first night of the NALGO leaders' visit, therefore, the Czech Union of the State Organ Employees followed its usual hospitable custom, and gave the two visitors 150 Czech crowns each (about £7 10s.), so that they would not start short of ready cash.

Czechoslovakian names) were bright and colourful.

The "house of culture" was a sign of the importance of the trade unions in Czechoslovakia. There are only 14 of them, one for each "state enterprise" or industry, and each covers all workers in that industry, from top to bottom.

The prime minister, for example was a member of our host union, the Trade Union of the State Organ Employees. "Why not?" we were asked, when we expressed surprise. "Why should a man give up his union membership because he becomes prime minister?"

Although wage negotiation as we know it does not exist, pro-

posals by the State Wages Commission are submitted to the Central Council of Trade Unions, and to the trade unions concerned, before they are adopted. Each industry has a works council, where the trade union has the right to tell the management of any managerial defects which it believes to exist. Neither the Minister nor managements can dismiss or transfer employees without the consent of their unions.

"Unions are free"

All union elections are by secret ballot of members. It is clear that the trade union movement is associated with the communist party; but our hosts stressed that its activities and those of its officials are in no way subject to official approval. Union membership is voluntary, but about 96 per cent of the workers are members. The Czechs apologised to us for the other 4 per cent!

The "house of culture" at Ostrava, where we had gone to see a big new steel works and workers' housing estate, is only one of a number which the Central Council has built, or is building, throughout the country. It contained a cinema, a theatre, a puppet theatre, a library, conference rooms, dining rooms, and a restaurant—in fact, it was the communal centre for the workers of the district for everything which could come under the heading of entertainment or culture. The unions also provide and run a number of hotels as holiday homes, admission to which is regarded as a reward by the trade union to the worker.

Where does the money come from? The union subscription is 1 per cent of net wages—and the only deduction from wages is income tax. The monthly income of the trade union movement is about £2½ million.

The state employees union has

145,000 members, and covers the equivalent of our civil service, local government, banks, law courts and offices, and the fire brigade. It has a biennial conference; a central council of 55 members, which meets at least three times a year; and a praesidium of 13 members, who are elected from the central council, and meet every three weeks. There are regional conferences every two years, from which are

...deserves another

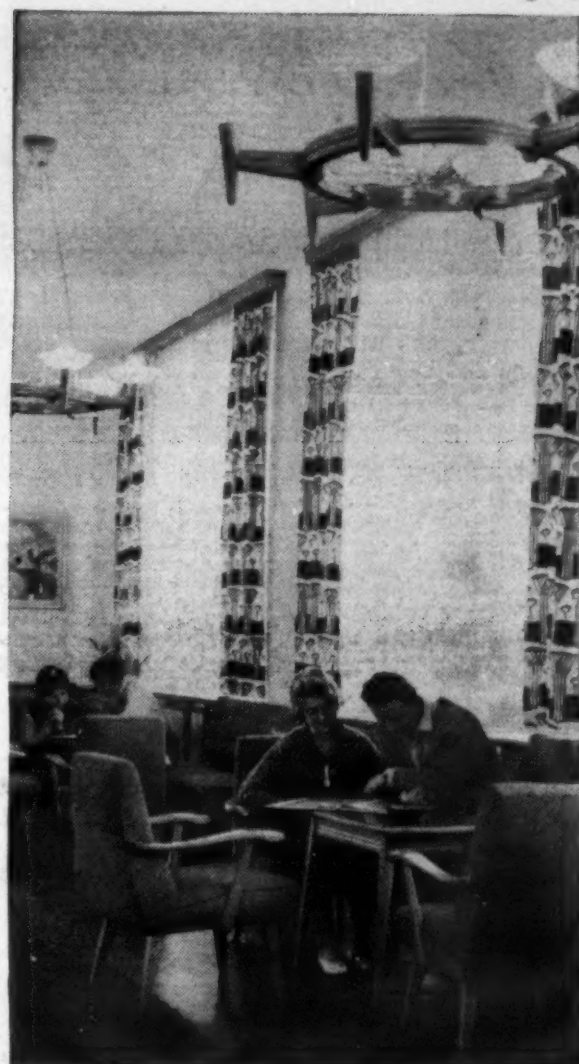
In Prague, the NALGO visitors were shown a filing system containing the social security scheme record of every worker in Czechoslovakia. To show how quickly they could find his record, the staff took the social security card of the head of the international relations department of the Czech union, who was showing the visitors round. The experiment revealed that his social security number had been copied wrongly on to his card—723 instead of 725. So the visit served to correct an error in the system!

elected regional councils, which roughly correspond to our own district committees.

Every worker in Czechoslovakia is graded category 1, 2, or 3, according to the value of his work for the state. Category 1, for example, includes miners working underground and active airmen; category 2, those working under specially difficult conditions; and category 3, all the others.

Pensions for all

Those in category 1 are entitled to old age pensions at 55; the others at 60 (55 for women) after working 20 years—and the pensions, too, are related to the categories. The basic old age pension for first-category workers is 60 per cent of average yearly earnings, for the second category, 55 per cent, and, for all others, 50 per cent. Pensions are calculated on the average gross earnings over the last five or ten years, decided



This reading room in a workers' recreation centre is both colourful and comfortable.

solely on which term is the more advantageous to the wage-earner.

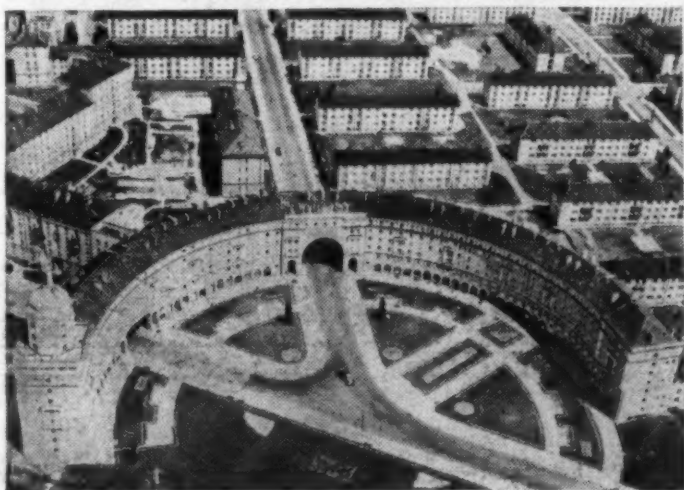
The state scheme of social security covers pensions of all kinds (including "housewives' pensions"), as well as sickness pay and health insurance. Workers do not contribute specifically to the scheme, which is financed entirely from income tax.

We returned even more convinced that international ex-

change of this sort is good for NALGO and good for trade unionists in other countries. We hope NALGO will invite the Union of State Organ Employees of Czechoslovakia to send a delegation here, so that they may see and learn something of our Association's work, and of Britain's standard and mode of living.

Americans came for tea, talk, and tour

Eighteen members of the American Federation of State, County, and Municipal Employees visited Headquarters in August. After tea with the general secretary—who is seen (right) with Ruth M. Kittel, its leader—the party toured NALGO House. Some other members of the group are seen below.



The £10 million story behind

A GLASS OF WATER

HAVE YOU ever thought seriously about a glass of water? Do you ever stop to wonder at the ease with which you can turn on a tap and watch the crystal clear liquid pour out? Can you imagine the work, skill, even genius, that makes your supply possible?

My own answer would have been "No" until a few weeks ago. So curiosity was uppermost when I travelled north with John Lancaster, NALGO's organising officer for water staffs, to meet members of the Sunderland and South Shields water company branch and to see some of the work the company

by **BARRIE PEPPER**

was doing. And what we saw amazed us.

Although there is no national conservation policy for water, there is an increasing extent of co-operation between authorities in the development of sources of supply. Here, in County Durham, the responsibility for water supply rests mainly on the Sunderland company and the Durham

County Water Board, and the standard of co-operation between these two bodies must be a model to the rest of the country.

Mr. A. G. McLellan, the company's general manager, told us something of the way they work together.

It's happened before

The story starts as far back as 1921, when the board wanted to build a reservoir at the head of the River Wear. It was decided that the company should join in the scheme, and a special Act of Parliament authorised the board to do the work, and the costs to be shared in proportion to the amount of water taken by each of the two bodies. But it was not until the early 1930s that this Burnhope reservoir was built. The job was done, very successfully, by direct labour, and cost £850,000.

After the war, a joint planning committee of the two undertakings looked at the problem of future supplies, and the search began for new sources. The company's preliminary investigations of a site on the River Derwent—a tributary of the Tyne—indicated that, when developed, this would have a large yield.

Both undertakings agreed that exploratory work should be done by the company, and, in due course, a scheme was prepared for the full development of the Derwent, and the statutory authorisation for the work was given in 1957. This time, it was agreed that the company would do the work, and that the water and its cost should be shared equally. The successful joint venture at Burnhope was now to be repeated—in reverse.

Six-year job

A joint committee, consisting of six of the company's directors and six members of the board, was formed to advise both bodies on the Derwent scheme. It meets at quarterly intervals, or more often if necessary. From what Mr. McLellan told me, I gathered that, both at committee level and between officers, co-operation is of a high standard.

The first contract of the Derwent scheme—the reservoir—was started 18 months ago, and it will take another four and a half years to complete. The whole scheme will cost about £10 million, and, when completed, will supply a net yield of 26 million gallons a day.

Protective clothing

Against this background, we were shown the progress being made. With Nigel Ruffle, the engineer in charge, we toured the site. It is difficult yet to imagine what the completed project will look like. A casual glance takes in only a mass of plant and machinery, three or four hundred workmen digging, drilling, and concreting, and dozens of contractors' huts, mobile offices, and vehicles.

We were fitted out with wellington boots, donkey jackets, and miners' helmets—and we soon found this protective clothing to be necessary. The going was rough, to say the least—in winter, it must be a formidable job to get about at all, let alone to work.

The dam forms the biggest and most costly part of the scheme, and, before the main work on it can start, the river has to be diverted. This is being done by excavating a 17-foot diameter tunnel—itsself a major civil engineering job. To get into the tunnel, we had to clamber



John Lancaster takes a breather, and surveys the busy scene of the Derwent scheme.

down wooden ladders to the base of a 70-foot-deep valve shaft. From there, we trudged ankle-deep through mud to see the tunnellers working at the face. We were lucky to be allowed to do this: as a rule, the tunnellers do not welcome visitors. They would certainly not allow a woman to go into the tunnel, in case she brought bad luck.

Bigger than Thirlmere

We climbed out at a spot more accessible to the surface, and went on to look at the preliminary work being done on the dam. This will be 3,000 feet long, with a maximum height of 119 feet, and will contain four million tons of fill. Below ground, through the centre of the dam, will be a concrete-filled trench six feet wide and extending to a maximum depth of 210 feet. The dam itself will be of earth, and will have a puddle clay core. Already, a good proportion of the cut-off trench has been sunk, and much of it filled with concrete.

The reservoir which will be formed will contain 11,000 million gallons of water, and will stretch for three-and-a-half miles upstream. Its surface area will be 1,000 acres—slightly bigger than Thirlmere, in the Lake District, which is one of the main sources of water supply for Manchester.

The Derwent, which at this point is the boundary of North-

umberland and Durham, is a delightful valley. It is set among gently rolling hills, covered, when I saw it, with purple heather. I was a little worried that, when the scheme was completed, much of the wonderful view would be spoilt.

But Mr. Ruffle was able to reassure me. When the Derwent Water Order was made, the Minister decided that all the works of the scheme should receive landscape treatment. We were shown excellent models of the completed dam and reservoir made by the boys of Consett modern school. Only then could I realise that, far from suffering, the countryside will benefit from the Derwent scheme. Among the hills will nestle a beautiful lake, and the dam will be almost invisible when its landward slopes are planted with trees, shrubs, and grass.

So much effort

We were dirty, leg-weary, and thirsty when, after our three-mile trudge round the site we returned to the company's site office, to be refreshed by—a cool glass of water.

John Lancaster summed up my own feelings:

"I didn't realise how much effort goes into producing a simple glass of water," he said.

The entire job is not as simple as it seems. Mr. Ruffle explained that, two and a half miles away, a treatment works will have to be built, and miles

of pipeline laid both by the company and the board. And, before the reservoir can be filled, three and three-quarter miles of road must be diverted.

Public interest high

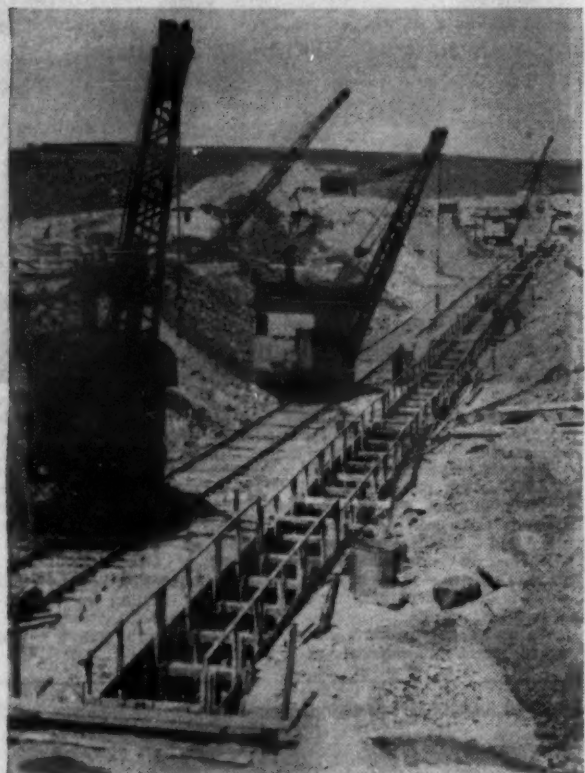
This raised another problem. I asked how the company had tackled the job of gaining the confidence of local residents, who were bound to be inconvenienced.

Mr. McLellan said that, from the word "Go," they had told the public everything. Nothing had been held back. As a result, when the time came to take over farm-land, houses, and roads, there was no major difficulty—and good public relations had ensured high public interest.

There was no doubt in our minds that this was a fantastic project—in so many ways. At times, the sheer magnitude of the scheme was enough to take our breath away; but, what was more important, here were private enterprise (the company) and public service (the board) working together in absolute harmony, and with only one object in mind—the good of the community they serve.

Entrance to the tunnel through which the Derwent will be diverted while the dam is built.

Constructing the concrete-filled cut-off trench which will run under the centre of the dam.



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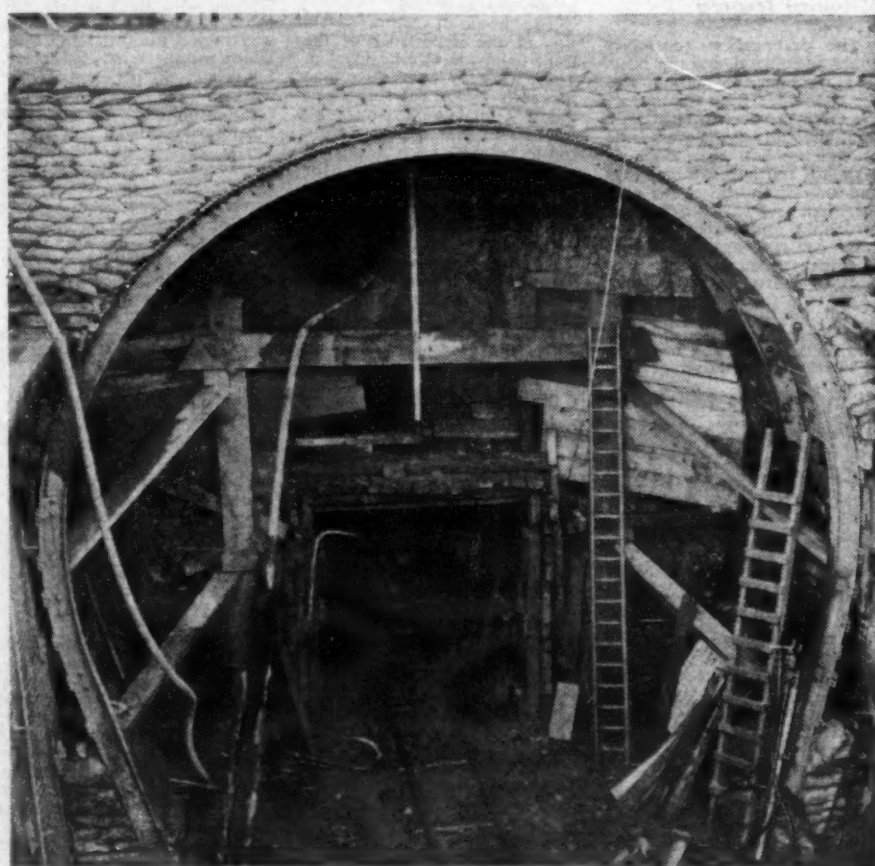
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Why nurses need NALGO

Their skill, sympathy, and hard work deserve much better rewards, as Marion Thomas found when she went to a hospital for old people

NO ONE, these days, is in any doubt about the debt the community owes to its nurses. More and more of us are coming to realise that it is a debt which is far from being properly met.

To find out something of the inside story of a nurse's work, pay, and conditions, I went to a geriatric hospital where the matron is a NALGO member who serves on the branch and district health committees. She long ago realised that, if nurses were to get the salaries and conditions they were entitled to, they needed the support of a negotiating body.

All nursing is "difficult." A nurse must be constantly alert, calm, methodical, sympathetic yet firm, and able to get on with sometimes difficult patients. These qualities, plus several years' training, make the good nurse; but, compared with salaries for unskilled work, her monetary rewards are slender indeed.

Each type of hospital makes particular demands on the

Nursing old people is a vocation—but need it be poorly paid? This picture was taken at another geriatric hospital.

nurse's skill. The patients in this hospital are all old people, in various stages of helplessness due to chronic sickness.

This kind of nursing is most complex. The patients must be washed, dressed, constantly kept clean, fed, and interested. There is little to show for the nurse's efforts—no dramatic recoveries like those found in a general hospital. Old people who have reached this stage in their lives are mostly too tired or too ill to do anything but accept what is done for them.

Humour wanted

So the nurse in a geriatric hospital needs extra patience and humour. It is hard work physically, too, since there is a lot of lifting—moving people in and out of bed, putting them into chairs, wheeling them around. Matron said:

"You have to like working with old people. Elderly patients are not

always easy to nurse when they have been independent all their lives."

All the nurses I spoke to emphasised the need to like the work. Fortunately, those who do so stay for many years.

One nurse told me that she had spent ten years in the hospital. She started first as a nursing auxiliary, and then worked in the linen room. Next, she decided to train, and now she is a fully qualified state-enrolled nurse.

This nurse is married, and comes in full-time every day.

"You have to get to know your patients," she told me. "You must help them to eat and to dress, and you have to encourage them all the time."

Strain too great

Because of her patients' growing dependence, the nurse's responsibility becomes increasingly arduous.

This matron's chief worry, like that of many hospital matrons today, is how to keep her hospital fully staffed. It is not easy to find suitable recruits—the hospital is a training school for state-enrolled nurses—and to persuade them to finish their two years' training.

"Many girls find the work distressing," said Matron. "They feel they cannot face the strain of the demands it makes."

At present, the hospital has three nursing cadets—girls who have left school, but cannot start



Come in! These old ladies are all dressed up and ready to receive friends and relations.

their training until they are 18. They go round the hospital, helping in various departments, but they are not allowed to do any actual nursing.

Then there are 22 pupil nurses in training. Their tutor, also a NALGO member, has 25 years' nursing experience. He showed me the newly-decorated lecture rooms, where they spend their first five weeks before going on the wards, and where they later return for several hours a week.

He, too, emphasised that nurses were giving up a great deal for their chosen career.

"It takes two years of training as a pupil nurse," he pointed out, "before a nurse gets a salary on a par with that of a nursing auxiliary."

Only £50 more

The nursing auxiliary comes in daily, is not expected to do any skilled nursing, and has little responsibility.

Yet, when both are on their maximum, the state-enrolled assistant nurse gets only £50 a year more than the auxiliary.

Some of the nurses at this hospital are local girls, but

some come from farther afield—from the Continent, the Commonwealth, and various parts of the country. They have well-planned and homely living quarters. Each has her own room, and there are sitting-rooms and a kitchen, so that nurses can entertain their friends.

Factory v. hospital

On her day off, a nurse gets breakfast in bed—something she greatly appreciates. But, in spite of her personal interest in their welfare and the care taken to make the atmosphere as pleasant as possible, Matron finds it difficult to recruit local girls.

There is competition with light industries in the district, where girls can earn £7 10s. a week at 17, doing unskilled work, and can have a five-day week of 40 hours, and all their evenings and week-ends free.

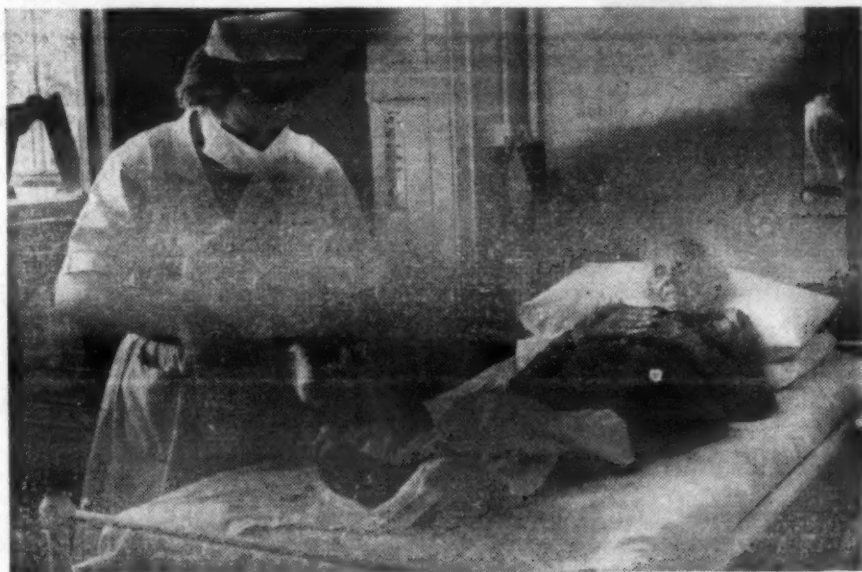
In this hospital, a nurse works a 44-hour week, and has three split duties a week, which mean working till eight in the evening. On her other days on duty, she works either from 8 a.m. to

5 p.m., or from 10.30 a.m. to 8 p.m. Week-end duties are fairly frequent.

"At the end of the month," said tutor, "when deductions for board and lodging have been made, the pupil nurse's pay cheque is for £9 18s."

Out of this—only slightly more than the weekly pay of the girl in industry—she has to meet personal needs such as off-duty clothes, stockings, and cosmetics, so there is not a great deal to show for a month's hard work.

No wonder, then, that nurses are beginning to realise that they, too, must appeal for better salaries, corresponding to their training and responsibilities. Increasingly, they see that they must make common cause with all their colleagues in the health service. Nursing, they feel, may be a vocation—but it is also a profession, and they would appreciate adequate recognition for the skill, training, personal qualities, and hard work which it demands.



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'Happiest hospital'

"The hospital no one wants to leave"—where patients send their plates back for second helpings, and nurses find friends to replace them when they move on. So said the *Daily Herald* last month of Moxley Hospital, Bilston.

It's a hospital to which nurses return after years of marriage.

It's the place where the kitchen staff stay, although they could get a lot more money in nearby Wolverhampton.

New patients are asked, when they arrive, if there are any dishes they don't like. Then, if these are on the menu, alternative food is specially prepared. And, of course, there are the special light diets and the children's meals.

Yes, this 100-bed infectious diseases hospital is quite a place. Which is not surprising, for the organiser of this enviable state of affairs is Marian Curtin, the only matron on NALGO's N.E.C.

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ARE FINGS BETTER'N THEY USED T'BE?

by "Look back in envy"

HE WAS a business tycoon, and I had applied for the job of being his private secretary. He rapped out a test question: "Suppose I'm out of town—can't be reached all day. An important client turns up—you know I'm anxious to see him—he's only in town for a day. What do you do?"

I have often wondered what the correct answer was. "Ply him

sible one for the chief official of the local government office where I worked.

That was 12 years ago. We had not progressed so very far from the days when it was thought that the supervisor of a typing pool should be a dragoness, breaking the boldest spirits, and, when at last she retired, leaving her deputy so crushed as to be unfit for promotion.

Later I got married, left the service, and had a child. My initiative, rusty from lack of use, took a nasty jolt. If baby howled, I had to jump to it, for I alone possessed the feeding apparatus. If toddler swayed at the edge of a pond, it was no use waiting for her father to come home and outline a suitable course of action.

Initiative-lulling

During years of painfully deciding things, I yearned for the time when, with offspring settled in school, I could return to the initiative-lulling atmosphere of a local government office.

Alas, things are not what they were. A year ago, I came back, but not to head office. I am the clerical staff of a small district branch, where, during certain hours of the day, I accept

money from the public, and, on a certain day of the week, pay out money to the band cleaners and miscellaneous staff (including me) who tend and maintain this near-flung outpost of municipality.

i.h.b.

I remember that, before I left, arrangements were under way for the paying-out side to be largely mechanised. But it seems that data concerning absences and overtime always came too late for machines to digest. An efficiency expert, called in to deal with the resulting crisis, had decreed that inferior human brains must deal with the humdrum details of cleaners' wages, freeing the electronic brain for

higher things (salaries of chief officials?).

So there I was, an i.h.b. with telephone thoughtfully placed at my elbow for buck-passing purposes.

After the first twenty calls, my mentor at headquarters got a bit terse.

"You'll have to work these things out for yourself," she snapped. "Report to us in writing afterwards, and we'll check."

There followed a period of gaily using my now well-exercised initiative. On the morning after pay day, there would be a small queue of miscellaneous staff, bearing empty but well-preserved wage packets with details neatly entered on them by my predecessor.

"I dunno how she worked it out, but that's what I always get. . . . No, I'd rather it was put right now—next week's another dose of arsenic, see?"

They all chose Marise

For once, our judges all agreed: Marise Gwen-dolen Clark (29) was the prettiest girl to join NALGO in July. Marise, who is a clerk-typist in the treasurer's and housing department at Richmond, York-shire, wins two guineas.



"... a small queue of miscellaneous staff ..."

Members of the public reacted in the same way.

"If I let it go, they'll only catch up with me when I least expect it," they would insist, handing over 2s. 11½d. which I had undercharged them. (By the time I came to deal with it, the halfpenny and a sixpence would have mysteriously disappeared.)

Meantime, shoals of neatly printed "correction slips" had been arriving from head office. These stated baldly: "Amend Sheet No. 734 by deduction of 5s. 2d. from Column (a)." Sometimes two slips would come with similar instructions and I would obediently deduct a second 5s. 2d., only to receive a third slip: "Amend Sheet 734 by adding 5s. 2d. to Column (a)."

Fired in error

Then, quite by accident, I discovered that, for six whole months, I had been underpaying myself to the tune of 4s. 7d. per week without eliciting a single correction slip.

Afterwards, at a NALGO meeting, I met my opposite number in head office. She explained that she, too, was new to the job. "But it's all right—I notify every-

thing in writing to X Department, and they check it."

I had a vision of showers of correction slips descending at every level from my own up to that of Government or United Nations. ("Amend Stock Sheet No. XYZ by deduction of one missile fired in error.")

It may be that staff in the lower grades don't remain with us long enough to know what they are doing. If so, I pass the buck to our J.I.C.s to negotiate more attractive conditions. At the same time, I wonder if we haven't travelled a little too far from the days when seniors made decisions and juniors merely carried them out. . . .

Lest my initiative should land me back in the ranks of full-time housewives may I sign myself, "LOOK BACK IN ENVY."

[Alan Stewart drew the pictures.]

CANCELLED DATES

"Kent County Council yesterday unanimously opposed Royal Commission proposals under which the county would lose about one-third of its population. It would also lose about one-third of its dateable value."—Daily Telegraph.

VALUE FOR MONEY!



THE FOLLOWING TABLE

WILL REPAY STUDY!

Examination	Period	No. of NCI passes	Percentage pass	
			NCI	Other students
Diploma in Municipal Administration				
Intermediate	1951-61	817	56.7	43.5
Final Part I	1952-61	469	48.5	33.5
Final Part II	1952-61	628	69.0	54.9
Institute of Hospital Administrators				
Intermediate	1956-61	201	48.0	28.0
Final	1956-61	331	75.0	61.0
Weights and Measures, B.O.T.	1951-61	459	46.0	24.9
Clerical Division	1951-61	2696	68.0	57.0
Institute of Municipal Treasurers and Accountants				
Intermediate	To date	18	47.4	35.4
Final Part A	To date	15	48.0	35.0
Final Part B	To date	19	61.3	40.6

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results prove the quality of NALGO tuition

DIPLOMA IN MUNICIPAL ADMINISTRATION

Once again! Intermediate and Final Prizes 1961

DIPLOMA IN GOVERNMENT ADMINISTRATION

Final Prize 1961

INSTITUTE OF HOUSING

Three Prizes 1961

RATING AND VALUATION ASSOCIATION

Six Prizes 1961

INSTITUTE OF WEIGHTS AND MEASURES ADMINISTRATION

Testamur Prize 1961

To the Education Officer, NALGO, 8 Harewood Row, London, N.W.1.

Please send a copy of the NCI prospectus to

NAME..... ADDRESS

In Southend's 'never-never' land ROGER HUDSON probes

OPERATION 'LIGHT-UP'

A CANOPY of light for a mile and a half along the sea front, and another mile-plus of lights out along the longest pier in the world, form the basis of Southend's illuminations. "There's bound to be an electricity story there," I thought, when I rang up the Eastern electricity board to arrange a visit. But the story I found was one of joint effort between the board and the local authority. Working together, they put on a spectacle that millions enjoy every year.

The corporation's pier and foreshore department manages all the illuminations, but itself carries out only those for the pier. The electricity board, under contract to the corporation, handles the seafront and "Never-never land," a collection of specially lighted groups of nursery-rhyme and fairy-tale characters amongst the shrubbery.

One year ahead

Well before one season's "Lights" have been switched off, the manager of the pier and foreshore department, Frank Flintoff (a past-president of Southend branch), his deputy, E. G. Goble, and the board's district manager, James Linton, and district engineer, R. W. Garrard, get together to discuss ideas for the coming year, and how the money available can best be spent.

Mr. Linton organised the first illuminations on the seafront in 1935, when he was in Southend's electricity department. In the same year it was Mr. Goble, then chief engineer of the pier and foreshore department, who organised the first pier illuminations. At nationalisation, the council asked the board to quote for a scheme for the seafront illuminations. The board's estimate was accepted.

After the "ideas meeting," each of the two teams prepares general designs for its own half of the scheme. Mr. Flintoff told me how the pier illuminations are born.

"First, we decide on a theme. This year, it was 'Circus in Lights.' We see what suitable set-pieces we have in stock, and what we can buy or hire from other resorts or from London stores

A curious carload: preparing one of the set-pieces which the children enjoy so much.

which have big illuminations at Christmas.

"We co-operate in an exchange scheme with Morecambe and Leamington Spa, and meet their organisers every year to make sure that new work isn't duplicated.

"Then, we complete the picture by commissioning new set-pieces, or, sometimes, by building them ourselves."

Ideas from artists

Up to 12 new "set-pieces" may be provided in a year, and a single one may cost as much as £1,500. A local artist will be asked to work out an idea he is given, or to think up one of his own for approval.

"This year, for instance," said Mr. Garrard, "we asked an artist to send us a few suggestions. One of these was just what we wanted: the Candlestick Tableau — little houses for matchstick men, set in the bases of giant candlesticks, with a light on top for the flame."

When the board has its draft scheme ready, the four discuss it, and may alter it slightly. This year's was ready three weeks before the end of last year's season. Both schemes then have to go to the pier and foreshore committee for approval at its November meeting, and then to the council. Advance approval is given for the placing of some orders for materials—so that there is no delay in carrying out repairs to displays—and for seeking quotations for all materials and equipment.

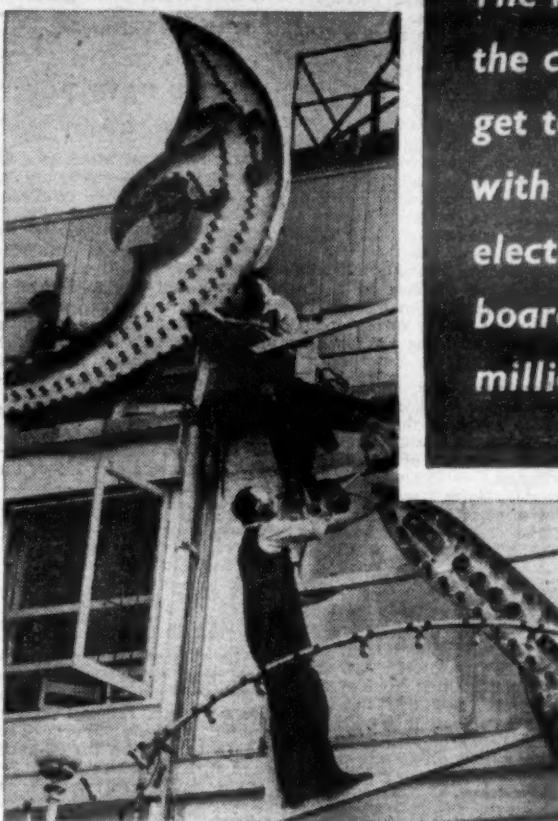
"By the end of December," Mr. Garrard told me, "we normally know which firms we are going to use. Orders are placed in January and February."

After the storm

Bill Hatfield, an assistant in stores control at the board's Southend headquarters, told me something about the ordering procedure, which is not all a matter of routine.

"After a particularly bad storm, Mr. Garrard may come into stores and say 'We've lost a lot of lamps and colour mediums. Can you get on to such-and-such a firm, and see if we can get a supply through quickly?' Emergency orders are rare, though."

Alick Grant, the stores super-



Southend stages its own rocket race to the moon, picked out in scores of coloured lights.

visor, who is another NALGO member, is responsible for seeing that each piece of equipment delivered is checked in detail to make sure that it fits the specifications.

On a busy Saturday evening during the illuminations, more than 20,000 people go on the railway out to the pierhead and up to 10,000 people may pass through Never-never land. The normal pier staff, of course, man the pier and its railway. Never-never land is staffed by volunteers from all departments of the corporation.

E. J. Cotgrove, clerk and weatherman in the pier and foreshore department and NALGO representative there—the department has 100 per cent membership—tears tickets on the gate two nights a week. He

told me that controllers are needed to stop bottlenecks of holidaymakers forming beside the most interesting displays.

"It's hectic when you get a big party of trippers coming through the gate. You're taking tickets and tearing them in half as fast as you can, suddenly, you find you've got a handful of hamburger!"

Hidden profits

Mr. Goble gave me a few figures for the full illuminations scheme.

About 14 miles of "strip" (the long strings of coloured bulbs) are used, 800 floodlamps of different sizes and colours, and about 85,000 bulbs. The scheme consumes about 1,500 kilowatts—a handy summer load—enough to light a small town. It costs £40,000.

The summer season for a seaside resort is normally the length of the school holidays only. The illuminations, which start just before August bank holiday week-end and run till the third week in October, add about six weeks to this. They attract two million extra visitors to the town every year, spending around £27,000 on admission to the pier and Never-never land. But the hidden extra income they bring to shopkeepers and to hotels is uncountable.

For both traders and council, the illuminations are an insurance against a wet summer.

C.D. DISTINCTION

Two members of Southend-on-Sea branch were among the first three people in the country to receive the Civil Defence Long Service Medal.

They are S. G. Camper, town clerk's department, and A. R. Summerhayes, borough engineer's department. They have both been members of the Civil Defence Corps since it was formed in 1949.

The men from the council get together with the electricity board to please millions



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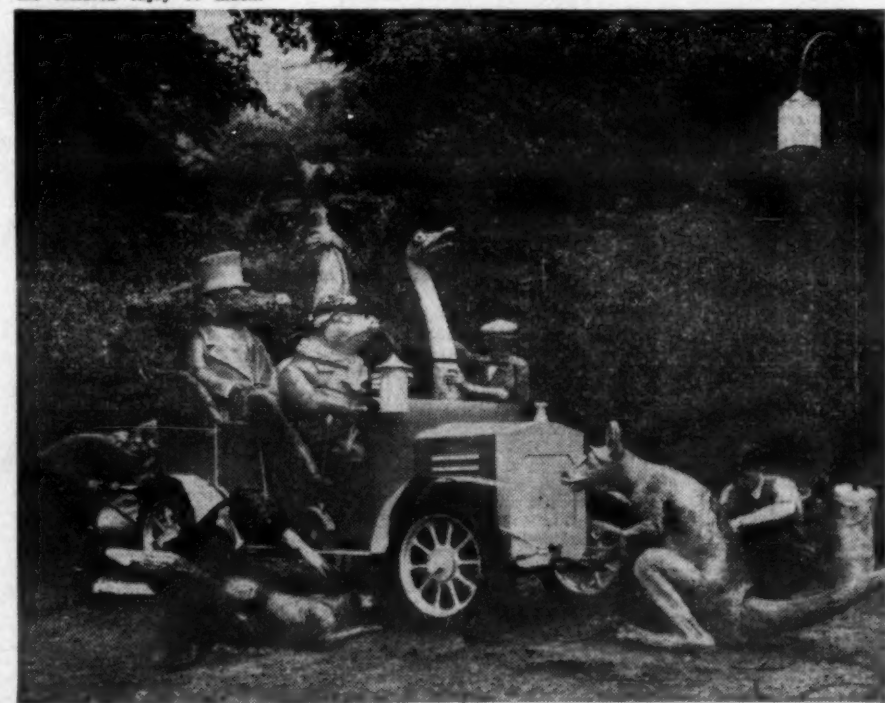
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Readers' Forum

How to win without going on strike

THE Conference issue of *Public Service* has given me much food for thought. The front page headline blared "Why strike power is needed," while, lower down, was "New victory for Manx members."

It was only at a second sitting with this rather weighty issue that I understood the full significance of the Manx victory. It was achieved by negotiation—not a strike.

Here, surely, was a case where strike action would have been fully justified, if NALGO had been in a position to instigate it. Since 1952, the local authority concerned had fought nationally-agreed wage awards to the bitter end.

Even by NALGO standards, this is a long time. The staff side, however, stuck to its guns, and, throughout the period, gained an unbroken string of successes—by negotiation.

The cost? A few sore throats for the able staff side spokesmen, and a slight loss of face for the authority.

This is surely a small price to pay for avoiding a strike in which the first to suffer would be the unsuspecting public.

I should compare a strike by local government staffs to a man who, having had a row with his neighbour, walks out into the road and punches an innocent passer-by on the nose.

J. A. C. BROCKWELL
Brentford and Chiswick branch

THE RIGHT TO WORK—and not to join

NALGO has decided that it should have the power to call a strike—quite rightly, since the right to withhold one's labour is fundamental. Basically, however, it is an individual right, and its corollary—the right to work—must also be true.

Many members would not automatically accept a NALGO decision to strike; they would judge the issues of the particular case, and decide for themselves. Would such dissidents be penalised?

The decision to withhold salary awards from non-members is quite impracticable. In making new appointments, an authority will choose the best

candidate; whether the successful applicant is a member or not, the authority will be bound to pay the advertised salary.

Officers from whom salary awards were withheld could appeal against the decision, no doubt with success. Or they could go elsewhere.

The only answer to this difficult problem is a modified "closed shop."

Councils would probably agree to appoint only full NALGO members (on roll "A"), or registered conscientious non-members (on roll "B"). The condition for admission to roll "B" would be a regular annual subscription to the Benevolent and Orphan Fund, equal to 150 per cent of a NALGO subscription.

J. Brook Close,
Bournemouth

"NO BLACKMAIL" Conscience has claims

One hundred per cent membership is a worthy objective, but should it be allowed to become an obsession? Do the ends really justify the means? The arguments presented at Blackpool owed more to emotion than to logic, and were not a good advertisement for NALGO. By all means, let us encourage non-members to come to their senses—but without blackmail.

The number of people with genuine conscientious objections to joining a union must be very small; but the sweeping assertion that they could not validly exist typifies the sort of intolerance to which rabid trade unionism sometimes sinks. At the present time, it would be refreshing to see NALGO making some small allowance for individual conscience.

Assuming that local authorities could be persuaded to co-operate in the scheme, do we really want to join with our employers in an overt conspiracy against our colleagues?

And the arguments that this policy would not lead to a closed shop are not convincing. "Crosspatch," in the September issue, (rightly) foresees this as the inevitable outcome, and (wrongly) applauds.

A conservative estimate of £60,000—ten per cent of NALGO's income—has been given as the annual debt owed us by non-members, and this money, we are told, could make our negotiations more effective. Negotiations must cost money, but it is difficult to see exactly how a biennial talk round a table is made more effective by a ten per cent increase in income, or how more money in our funds can produce stronger arguments for higher pay.

Employers pay, though not enough, for services rendered, and to say that those services are worth less when rendered by non-members of NALGO is dishonest, vindictive, and absurd. Quite frequently the reverse must be true, for much official time must be spent on NALGO business.

I distrust the philosophy which turns a scrimshanker into an acceptable colleague because he goes with the herd, hands over his subscription, and collects his reward. NALGO can get along without help of this kind, and, now that the hot-heads have had their say, the N.E.C. would do well to let the matter quietly drop.

D. R. POTTS
45 Coats Avenue,
Sheerness

"WHY I MAY LEAVE" "Chips—but no fish"

I have just read the article by "Crosspatch" about non-members of NALGO. I couldn't agree more—to coin a phrase—and have frequently been tempted to assassinate non-members. Nevertheless, after 34 years' membership, I have come to the reluctant conclusion, after 18 months' cogitation, that I shall probably resign soon.

Why? Because NALGO is not a trade union in the generally accepted sense of the term. In fact, NALGO is sometimes indistinguishable from the Primrose League where complacency and self-satisfaction are concerned.

Again, why? Briefly, a large minority of l.g.o.s is grossly overpaid, but the majority—the "other rank"—has always been, and remains, dependent upon the whims, fancies, and favours of those Olympian beings, departmental chiefs and their satellites. If this is trade unionism, I don't follow it. In a genuine trade union, all members are equal. In NALGO, unless the lower deck is prepared to kow-tow to the quarter deck (both decks, be it remembered, being members of the same union), then the

lower deck has had its chips—and no fish.
Equality? Pahl

A. O. SNOOK
8 Leaway,
Bournemouth.

This is a surprising comment when it is remembered that NALGO has taken thousands of appeals for the "lower deck"—most of them successfully.

ODD DAYS' PAY

"Base it on 255-day year"

The iniquitous assessment of odd days' pay—raised by J. Gardner, of Newbold on Avon, in the September issue of *Public Service*—should be tackled by every branch whose members could suffer in this way.

The fairest way to deal with the problem is to exclude from the calculation any days which are not normally worked. In the case of a five-day week, this would mean Saturdays, Sundays, and bank holidays.

This would leave a total of 255 days in the year. Any odd days' pay should then be reckoned at the rate of 1/255 of the year's salary.

ARTHUR GLEW
64 Rochester Way,
Kidbrooke, S.E.3.

DAYS OR HOURS

Which to cut first?

The Conference report suggests that NALGO is giving priority to the demand for a five-day week, rather than for shorter working hours. The N.E.C. speaker on the 35-hour week is quoted as saying:

"We think it would be wiser to get the five-day week everywhere first."

I think this is illogical. During 1960, manual workers had their hours reduced from 44 to 42 without loss of pay. At the recent Trades Union Congress, there was agitation for a 40-hour week.

In the water industry, when the hours of manual workers were reduced from 44 to 42, the five-day week followed automatically.

The way things are going, members of NALGO will soon find themselves working longer hours than people who formerly worked six hours a week longer than they.

NALGO should press for shorter working hours—and the five-day week will then follow as a logical consequence.

A. ERIC PARRY
1 Dorset Gardens,
Walmer, Deal, Kent.

HENDON SCHEME

"Damaging to rest"

Surely Hendon's plan (reported last month) to give automatic progression to the maximum of clerical 3 to officers who have passed three G.C.E. subjects contravenes the "Charter," which states that promotion to clerical grades 2 and 3 depends upon passing the clerical division examination?

It is also against NALGO's stated policy of paying the rate for the job. Can a Hendon officer on a graded post at the maximum of clerical 3 now look forward to a rise of some £280 a year to preserve differentials?

This would put such officers on grades APT 3 or 4, for which a final qualification is supposed to be required. And will an APT 5 man get £2,000 a year?

Members who work in areas where there is no shortage of staff are adversely affected by this side-stepping of the "Charter" scales, which NALGO seems to approve of.

Consider what might happen when NALGO goes to our employers to ask for a pay increase to meet a rise in the cost of living. Those employers who are already paying above the odds will surely oppose a percentage rise for all members.

I do not mind whether there is a promotion bar or not, since I think that the qualified officer nearly always does better in the long run. But, having accepted the Charter provision, and studied for qualification, I am seriously considering resigning from NALGO, which, in my view, pays only lip service to a negotiated agreement.

If the promotion bar is out of date it should be amended; but, until this is done, vigorous protests should be made to those circumventing it.

Those local authorities (generally the largest and carrying most weight in salary negotiations) who cannot recruit staff because of inadequate salaries would then be more amenable to keeping salaries at

a level sufficient to recruit and retain staff, and all l.g.o.s would benefit.

Surely our negotiators cannot succeed when back-door agreements are being made locally.
"MUSKETEER"

HOSPITAL 'POINTS'

"No rise for this group"

In this hospital group, the general staff have received a salary increase, but the designated staff have not.

This is due to the notorious "points" system, the group having been affected by a downward re-calculation of points.

The effect is a distinct narrowing of differentials. So to hold out the prospect of satisfactory careers in the health service is quite illusory.

NALGO is much to blame for not having stood up more firmly for officers' rights. Until there is more satisfactory protection for existing officers, many of us can have little confidence in NALGO and its negotiating activities.

A. J. BLAKE
Royal Hampshire county hospital, Winchester.

NALGO did all it could to obtain better protection arrangements on the re-calculation of points—but its claims were twice rejected at arbitration.

VIEWPOINT

Nurses need wooing

AS A qualified state registered nurse, and a member of NALGO—perhaps an unusual combination which arises from a change of career to that of private secretary—I am naturally interested in the Conference decision to recruit nurses of all grades.

While I think this is an admirable idea, I feel delegates may have been a little too ambitious to be practical. A step-by-step approach might be more successful.

To recruit nurses for anything is a formidable task, since they are invariably too tired when they come off duty to be bothered with anything more strenuous than placing their aching feet in a mustard bath. Free chiropody for all might prove an aid to recruitment.

Male nurses first?

But, to turn to the more serious aspects of the subject, the male nurses—to be found mainly in mental nursing—might usefully lead the way. The appeal of trade unionism is likely to strike a deeper chord among them than in the almost completely female communities in general training schools.

Secondly, recruitment should be aimed only at certificated staff in the first instance, leaving the forming of student branches until later. One advantage of this would be that NALGO's recruiting officers could work from the nursing registers—new entries are published yearly in the nursing press.

Thirdly, there should be an intensive drive for the newly qualified S.R.N., state-enrolled nurse (S.E.N.), and pupil-midwife.

This is a large field, as Conference delegates obviously realised. There is also some delicate ground to pass over. In recruiting nurses, kid gloves would be needed, and a thorough attempt made to understand the psychology of nursing.

Tradition dies hard

There are certain broad divisions which must be taken into account, such as the basic difference in outlook between S.R.N. and S.E.N., and the

fact that the state certified midwife is in a class apart.

There is also a strong element of traditionalism, which dies hard and must be respected. The humanitarian nature of the profession should not be ignored, though, happily, the days are passing when this was used to exploit nurses.

Ghost still walks

Time was when hospital boards expected their nurses to find recompense for low salaries in the grateful smiles on the patients' faces. Could it be that this ghost still walks in the interests of budgetary economies?

Certainly, nursing as a remunerative profession is still trailing its feet. I have found that only within the last two years have the rates of pay for a ward sister—the rank I would merit if I returned to nursing—become equal to what I now earn as a secretary.

If NALGO can persuade the nurses that they will always be the "Cinderellas" in the qualified ranks of the health service unless they accept proper negotiating machinery for their salaries, then it will be doing a real service.

This will apply not only to the nurses themselves, but also to the health service, and so to members of the general public unfortunate enough to fall sick.

The right type

I do not believe, and have never believed, that to raise the nurses' pay too much would attract the wrong type of girl. For one thing, the health service is a non-profit-making organisation, and would never be in a position to overpay. For another, the girl who takes the trouble to find out how her salary scales fit into the overall pattern of administration and compare with those in other fields is likely in the long run to make a better nurse.

JOAN E. VINING

JUDY the junior — by Pow



It's time to start thinking

Of going abroad next summer . . .

NEARLY 3,000 bookings for holidays abroad and not a single serious complaint was NALGO's proud record during the past summer season. Add to that the hundreds of appreciative letters sent to Headquarters by satisfied members and it can be seen that a NALGO-organised holiday is a good proposition.

Thousands of members have arranged their holidays through the department since the scheme was introduced in 1952. From experience, and with the help of members' suggestions, the standard of hotels and travel has been raised to the maximum within a reasonable price. Without question, the holidays are as fine value for money as it is possible to obtain.

By air only

In the past, the arrangements included motor coach holidays at home and abroad—the latter with either sea or air crossings. Because of lack of support from members, the coach holidays at home and those abroad with a sea crossing have been discontinued. But continental coach holidays crossing by air are being retained.

For 1962, therefore, only one brochure will be published—covering holidays abroad by air. At the time of going to press, it is impossible to say whether the exceptionally low costs available to members in the past can be continued.

This is because new regulations made by the Minister of Aviation lay down that organisations with a membership figure of more than 20,000 are not now permitted to obtain concessional rates. If any such rates are possible, members will be told in the brochure.

In any case, costs will be kept

as low as possible. And, from past experience and co-operation with Whitehall Travel Ltd., who operate these tours, it can be said that no similar organisation offers tours of such excellent value.

There is no doubt, either, that the places available will be snapped up quickly—most certainly for the more popular centres.

If you want to know more about the holidays, write at once to NALGO (Special Activities Department), NALGO House, Harewood Row, London N.W.1, for a copy of the brochure. You should enclose an addressed gummed label (not an envelope or wrapper) bearing a 4d. stamp. It is expected that brochures will be posted on November 30.

Many new centres

All holidays will be by charter plane from Gatwick airport. And, subject to licences being granted, nearly all flights will be by British United Airways, using Viscount four-engined, pressurised cabin aircraft. Only the shorter flights to Dinard, Ostend, and Paris will be by DC3 or Avro 748 machines.

Holidays will be in Spain (including the always popular centres on the islands of Majorca and Ibiza), Austria, Belgium, Norway, France, Italy, Switzerland, and Yugoslavia. There will be many new centres in Italy, Spain, and Majorca.

All holidays last a fortnight, except those at Blankenberghe

(Belgian coast) and Perros Guirec (Brittany), which are for eight days. There will be holidays in Paris for both eight and 14 days.

ABOUT BOOKINGS

Most travel agencies now open bookings in early December, and some criticisms have been received because, in the past, NALGO has not followed the same practice.

Until now, NALGO has always opened bookings to members early in January. But, in response to requests, it has been agreed that brochures will be posted on November 30 to all who have ordered them. This is subject to all material and information being available in time to produce the brochure.

To give members enough time to submit their bookings, none will be accepted until December 6. Should there be any delay due to late delivery of the brochure from the printer, the same interval will be allowed

Susan's a queen!



Carnival Queen of Felixstowe, 1961 — that's the proud title recently won by 19-year-old Felixstowe member, Susan Cotton. Susan has been a telephonist in the clerk's department for nearly three years.

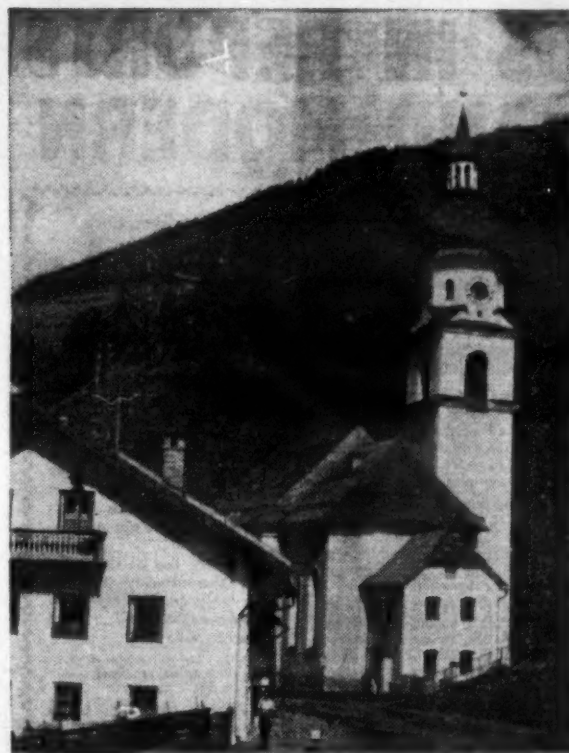
Christmas festivities

NALGO's Christmas party will be held in a new setting this year. But members can expect as good a time as ever, for the new centre will be under the management of Mr. and Mrs. Derbyshire, who have catered so well for the party in the past.

The new venue, the Chase hotel, Ross-on-Wye, has 70 bedrooms, and stands in 14 acres of beautiful grounds.

Exclusive use of the hotel from Saturday, December 23, to Wednesday, December 27, has been offered to the NALGO party. The cost, including Pullman motor coach travel from London and back, will be 15 guineas.

Full details and booking forms will be available from the middle of October. Apply at once to the Special Activities Department, NALGO House, Harewood Row, N.W.1



Picture by D. A. J. Perry (Hants county branch)

A delightful holiday spot in the Austrian Tyrol

before the first bookings are accepted.

If it is impossible to complete the brochures in time, they will not be despatched until January 4—to avoid the Christmas postal delays. If this happens, members will be told in the December issue of *Public Service*, and first bookings will be accepted on January 11.

All bookings must be made on the appropriate booking form sent out with the brochure, and must be accompanied by a (non-refundable) fee of £3 per person.

Alternatives, please

The booking form should be countersigned by the branch secretary; but, if his signature cannot be obtained in time, the form will be accepted if accompanied by the member's paid-up NALGO membership card.

Members are strongly advised to give at least three alternatives with their bookings. Those who have failed to do this in the past have often been doubly disappointed—because their alternative holidays also have been fully booked when they applied later.

Don't telephone!

No bookings can be accepted by telephone or telegram.

More than a thousand bookings usually arrive on the opening date. All are recorded as quickly as possible but there must obviously be some delay before every booking received can be confirmed. If there is delay in confirming or acknowledging your booking, please do not telephone Headquarters about it—this only adds to the delay.

If you smash your car windscreen . . .

MOTORISTS who hold NALGO comprehensive car insurance policies need no longer lose their no-claims bonus if they have to claim because of damaged windscreens or window glass.

An extension can now be made to the comprehensive policy, giving separate cover for such damage, subject to a maximum of £25 in any one year of insurance.

The added cover runs concurrently with the normal motor insurance, and the extra premium is 10s. a year. (This is reduced if the comprehensive policy has some months to run—to 5s. if this is six months or less, and to 7s. 6d. if it is between six and nine months.)

A claim under the extension will be met in full and without loss of bonus, even where the policyholder has accepted responsibility for the first portion of loss so far as other accidental damage is concerned.

Those who wish to take this extra cover should send their instructions direct to Norman Frizzell and Partners Limited, 25 Great Tower Street, London, E.C.3, together with the appropriate premium.

RETIRED MEMBER AWARDED M.B.E.

An 82-year-old retired member of Kiveton Park branch, Thomas Milner, was awarded the M.B.E. in this year's birthday honours list.

Mr. Milner was a founder member of the branch, in 1929.

One of his many commitments in his retirement has been the secretaryship of the Kiveton Park district old people's welfare committee, and he has been honoured for his services to the local community.

PR DRIVES MAINTAIN UNABATED VIGOUR

More, more, and still more, public relations effort.

That was the call made at Conference by Norman Bingham, chairman of the N.E.C.'s service conditions committee, when he outlined NALGO's new salaries policy.

This month, at Norwich, leaders of the Association's PR and service conditions committees will be meeting representatives from NALGO's 12 districts to discuss how best to expand the work.

Meanwhile, the "Cover the Country" and "Accent on Youth" drives continue with unabated vigour. Here is what branches have done since June, and plan to do in the future.

(*Indicates that NALGO's exhibition was, or will be, used.)

"Welcome to Citizenship"

Completed: Uxbridge (fifth). Planned: Beckenham and Bournemouth (second); Staines.

Schools civics quiz

Completed: Malden and Coombe; Middlesex (with Ealing, Finchley, Hayes and Harlington, Heston and Isleworth, Staines, Uxbridge, Wembley, and Willesden); Guildford (for youth clubs).

Essay competitions

Completed: Bournemouth and district health services (second year). Planned: Crosby and Litherland.

Schools painting and photographic competitions

Planned: Stoke-on-Trent (branch jubilee).

Exhibitions and displays

Completed: Ashington, Bedlington and Northumberland; Burnley; Carmarthenshire; Colne, Nelson, and district; Dorking; Ealing; Friern Barnet; Gainsborough; Hamersmith; Irlam; Liverpool; Mablethorpe and Sutton; Macclesfield; Malden and Coombe; Spalding and Winchester. Planned: Coulsdon and Purley; Durham City; Ilkley; Kesteven (Stamford sub-branch).

Speakers' panel

Completed: Corby; Norfolk County. Planned: Wiltshire.

Film show

Completed: Malton.*

Commonwealth Week

The following branches, not previously mentioned in *Public Service*, took part in Commonwealth Technical Training Week displays. Some used the NALGO panels.

Bangor, Barrow-in-Furness, Canvey Island, Camberwell, Carshalton, Coulsdon and Purley, Egham, Greenock, Lancashire county (Ulverston sub-branch), Nuneaton, Newcastle-on-Tyne, Skipton, Swansea, Ulverston.

...or of making new friends at Cayton

YOU can't be a stranger in Yorkshire for long—that is the proud boast of the friendly people of this county. And none can say it more truthfully than the staff and visitors at NALGO's holiday centre at Cayton Bay, near Scarborough.

For, within hours of arriving, newcomers are making friends during their first meal in the camp.

A feature of the meal is the initiation ceremony, during

which all campers are asked to choose "camp names" by which they will be known throughout their stay.

Leading members of the staff are introduced early, and in the evening, there is a "get-together" dance. By the end of the evening, the bolder folk are already firm friends, and the shyer souls are beginning to forget their diffidence.

For NALGO members who have been to the camp year after year since it opened, the first day is a repetition of a well-loved ritual. None is so keen to observe camp traditions as the "old sweat."

Never bored

No one could seriously claim to be bored in the camp. As well as the four dances a week, there is a variety of sports, theatre visits, a pleasure cruise on a yacht, team games. For many, the highlight of their stay is the campers' own concert.

Tired of the high-spots? Then you can try a walk among the lovely camp gardens, or take a look at the magnificent Yorkshire countryside.

One word of warning—few who go to Cayton Bay make it the last time. Applications for accommodation during the height of the season pour in when booking starts.

But don't despair if you cannot commit yourself far ahead. There may well be vacancies outside the popular period.

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For details of membership and examinations syllabus, write to: The Registrar, 34 Queen's Gate, London, S.W.7 (KNI: 0034/5/6)

FEW FINDS IN REPORTS ANCIENT AND MODERN

MAYBE the pay pause and other problems of the present have left our readers with no inclination to report the past or foretell the future. Or perhaps proper humility prevented them from attempting the distinctive style of NALGO's annual report.

Whatever the reason, there were few entries for our July/August competition, which invited extracts from any annual report before 1905 or after 1962. No merger-hungry Scot pointed out the significance of 1707. No enthusiast for the rating system provided a pithy paragraph from 1601.

There was no entry in Newspeak—the only 1984 entry recorded that discussions were still going on about senior administrative posts in education departments, "even though there is now only one officer left who can benefit."

Prizes of one guinea each to:

1866

Law and Parliamentary

19) Difficult compensation cases were taken for members employed by Senlac Hundred. Three surveyors working on the local hill were injured by stray arrows last October. Two of the cemetery staff received broken legs from falling into a newly-dug grave fifty feet square and ten feet deep. (An overtime claim was settled out of court.)

We have not met with entire success... the newly-reorganised law courts do not seem to speak our language...

20) Unsuccessful representations have been made on behalf of married members, against the new statute called Droit de Seigneur. JOHN WILKES (Coventry)

1215

Decentralisation of government

In accordance with the directive

COMPETITION RESULTS

of last year's Conference, your Council explored all possible channels and contacted all interested parties, in order to bring about a meeting with the Sovereign to discuss the above matter.

A meeting was convened in May this year at Runnymede, and a small sub-committee was sent, charged with the responsibility of considering and reporting on the proposals put forward.

These proposals, together with those of other associations and interested parties, were considered by your Council. Further details of action taken are given in another paragraph of this report.

J. A. C. BROCKWELL
(Brentford and Chiswick)

1886

Domesday Survey

The Domesday Survey ordered by the King presents an excellent opportunity to press our claims for higher pay, since:

- i) There exists a shortage of trained clerks.
- ii) The work of enumerating the wealth of the population will undoubtedly lead to local prejudices against the clerks concerned, and thereby present a strong case for claiming danger money.

If necessary, strike action will be taken, and in this we shall not be deterred by the sight of members' heads hanging from the city walls. At last, we can prove the pen mightier than the sword.

D. J. BUTLER
(Burton upon Trent)

This month's competition

Mottoes, Memos, and Maxims

Set by

Stanley A. Holland
(Birmingham)

You'll soon have to think about ordering your NALGO diary for next year. Just suppose it followed the custom of providing a motto or quotation for every day of the year. On the January pay-day, for instance, Shakespeare's song might well reflect your mood:

Blow, blow, thou winter wind
Thou art not so unkind
As man's ingratitude

Prizes totalling three guineas—to be awarded at the editor's discretion—are offered for the best suggestions for any three of the following dates or occasions in the year: January 1, February 14, April 1, July 4, November 5, December 31, any pay-day, first or last day of Conference, first day of your holiday, your birthday, any Monday, any Saturday. The source of quotations must be included.

Entries, giving name, address, and branch, must reach Public Service, NALGO House, Harewood Row, London, N.W.1, by October 26.

Prize Crossword for members

Compiled by A. O. MORGAN (Haverfordwest)

Two prizes of one guinea each will go to the senders of the first two correct solutions opened. These must reach The Editor, Public Service, NALGO House, Harewood Row, N.W.1, not later than October 23, 1961.

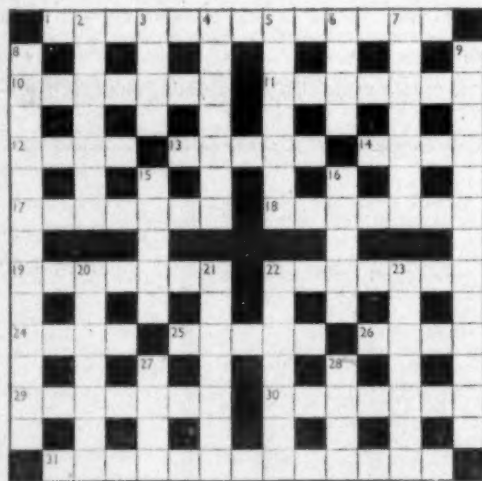
Write your name, address, and branch on the coupon in capitals, and send it with your entry in a sealed envelope marked "Crossword No. 8" (3d. stamp). Members only should enter. Winners' names will be published in the November issue.

ACROSS

1. Appreciating, but not above sitting down for it! (13)
10. A one-time reporter, now employed by British Railways? (7)
11. Under this clock is a favourite rendezvous for Victoria (7)
12. Each Comet, either celestial or man-made, has one (4)
13. A palindromic principle (5)
14. It could contain paper or steel (4)
17. Bound to return a favour? (7)
18. A handy attribute for the magician! (7)
19. What detergent salesmen whip themselves up into, no doubt! (7)
22. When the early hours are in being, one is all smiles (7)
24. Part of an acre would be enough for a company of men (4)
25. One who feels the weight of home-ownership! (5)
26. A 12 across of a different kind (4)
29. The consequence of not going in? (7)
30. No tears are sufficient cause for treachery (7)
31. Thunder? (7, 6)

DOWN

2. Singular version of the wedding is still relative (7)
3. We return, with some hesitation, the water jug (4)
4. To part with money outside parts of America would deprive one temporarily of certain privileges (7)
5. These replies are often found at the end of the book (7)
6. Doctor-seaman—an uninteresting combination (4)
7. A lining of sorts that would need fastening with iron (7)
8. Official tear-saver? (4, 9)
9. Igniting a vest forms part of a policeman's duty! (13)
15. Progress consists partly of fairy tale monsters (5)
16. Cared for an evergreen tree (5)
20. This settler may not be a shareholder, but can, nevertheless, support the board (7)



21. To be quite honest, this clue is genuine (7)
22. After some hard work, you may find yourself with one on your hands (7)
23. A coin, sir, that could be drawn by a dentist (7)
27. Turn the implement to get the swag (4)
28. Look both ways (4)

Winners of crossword No. 7 were: J. Lowery, Kendal and district, and J. D. Barham, Port of London Authority.

The solution was: Across: 1. Current problems, 8. Monocrafts, 9. Staff, 10. Septet, 13. Thunder, 17. Angel, 18. Elocution lesson, 19. House, 20. Lantern, 22. Eglet, 23. Sodium, 25. Biers, 26. Oscillate, 27. Retrograde steps. Down: 1. Committee member, 2. Rinks, 3. Escort, 4. Putting out to sea, 5. Busier, 6. Exactness, 7. Safety in numbers, 11. That hat, 12. Sellers, 14. Union, 15. Dense, 16. Going west, 20. Lets go, 21. Nobles, 24. Image.

AT RANDOM

S.O.S.

"Rather tired of trying to live up to the Book of NALGO, graduate with research degree and 5½ years in archives seeks similar or related work in West Country, in atmosphere where a little initiative is not regarded with suspicion."—Advertisement in The Times.

Served hot?

"One labourer supplied to Benwell Cottage emergency feeding site."—Item in an account.

In suspense

"We discussed the position of male student nurses wearing white trousers. The Matrons felt that, in principle, they would like to support white trousers as and when changing rooms are available."—From a letter sent out by the Matrons' panel.

Shock treatment

"Before meals each patient is given a bedpan to improve his appetite."—From a nurse's examination paper.

Backward

"That new junior's only been with us two weeks and already he's a month behind with his work."

Spouter's corner

"Men in public life are like the whale. They are in danger only when they come to the surface to spout."—Lord Birkett.

Headache

"The husband starts chopping wood over my head at three o'clock in the morning."—Letter to housing manager.

Critic

A reader found a 2s. 6d. savings stamp attached to page 122 of a public library book. With it was this note: "Any-one who can read this far deserves this stamp."

Keep Britain tidy

Shop notice: "Canned beer for picnics. No empties to bring back."

Typists' pool

"It's not the salary I'm complaining about—it's being too busy to spend it."

Priority

As a nurse carried a newly-born baby through the doors of the maternity ward, one of the waiting fathers rose eagerly to his feet. The man sitting next to him coughed nervously, and said: "Pardon me, nurse, but I was here first."

Mix up

Councillor Clott: "We don't want a lot of dust thrown in our eyes. We want something more concrete this time."

Nicely put

"Tomkins, if you ever get an offer from another authority, don't turn it down."

CAMBRIDGESHIRE ADOPTS SABINA

Cambridgeshire branch of NALGO has joined the ranks of "foster-parents" who have agreed to sponsor a refugee child through the Ockenden venture.

The branch has agreed to provide £15 a month towards the maintenance of 12-year-old Sabina Cyran, who is with her mother at the Ockenden centre at Sutton Courtenay.

Sabina's mother was deported from Poland as slave labour in 1942; as a result of her hardships, she is now in poor health, and unable to support her daughter.

Take cover

The annual spray treatment for the destruction of pests in school canteens will be carried out during the first part of next month."—Education Committee circular.

In short

"I used to be known as the man with the big stick," sighed the chief, "Now I'm the man with the short staff."

Mournful outlook

"The failure of the county council loan will give county and municipal treasurers a headache. Eighty-seven per cent of it was left with the undertakers."—Local newspaper.

Full up

Road safety officer: "What some people don't know about driving would fill a hospital."

Postbag

"Your rates are going up higher than one of those space rockets."

First things first

"While a teenager is prepared to buy a pop record every week, a toothbrush is regarded as a semi-permanent possession."—Dr. J. W. Hall, medical officer of health, Barrow-on-Soar.

Weighty matter

"Don't bother me for a minute," said the radiologist with a very fat patient. "I've got rather a lot on my plate."

50 years ago

From NALGO's Journal,
October, 1911

What are the reasons for the non-payment of subscriptions? The answer is, apathy and dissatisfaction!—the apathetic eventually become dissatisfied—Why? Because those who are apathetic are not merely indifferent to the rules of the Association, but also to the objects it is trying to promote, and as these people are usually the first to join a project from which they expect something in return for their outlay, they forget that the success of organisations like the local associations and guilds depends on the support of every individual member. As a result of this they become dissatisfied and set about the easy task of grumbling, never for a moment suspecting that their own lack of encouragement and support has been the destruction of the willing spirits embodied in the "workers" connected with the organisation.

Leeds, like Manchester, are admitting lady members into their (rifle) team, and one of these modern Joan d'Arcs accompanied the Leeds team when visiting Bradford for their shoulder match against the latter club. This example should be copied; the admission of ladies to team honours, where possible, is sure to add interest to a club's meetings.

If superannuation has become the chief goal of our endeavour, the strongest bond of unity, the very day of triumph will be the beginning of decay; success itself will spell disaster. The members who have come solely to swell the cry for superannuation will speedily disappear when superannuation has become a reality.

Gift to NEC man

A presentation subscribed to by both sides of the North Metropolitan joint council was made on September 14, to Percy English, N.E.C., who has retired from membership of the council after 21 years. He was given two arm chairs and an electric razor.

Mr. English was a founder-member of the council, and, for the past seven years, has been its chairman and vice-chairman in alternate years. He was also staff side representative on the National Joint Council.

CLASSIFIED ADVERTISEMENTS

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SITUATIONS VACANT

WOODWORK INSTRUCTOR required for Occupational Therapy Dept. of the London Hospital, Whitechapel, E.1. Experience of teaching useful but not essential. Applications in writing to the House Governor, giving the names of two referees.

ROCHFORD RURAL DISTRICT COUNCIL. APPOINTMENT OF CHIEF CLERK, ENGINEER AND SURVEYOR'S DEPARTMENT.

Applications are invited for the above appointment at a salary within A.P.T. Grade II (£815-£960) according to qualifications and experience. Applicants must be familiar with the general duties and administration of an Engineer and Surveyor's Department including the supervision of the General Office staff. Preference will be given to applicants who are conversant with the related administrative work applicable to the Building Byelaws and the Town and Country Planning Act. Experience of administrative work in relation to housing repairs carried out by Direct Labour would be an advantage. Housing accommodation will be provided, if required. N.J.C. Service Conditions. Five-day week. Further details and forms of application to be obtained from and returned to the undersigned not later than 6th October, 1961.

S. C. HARRIS,
Clerk of the Council.

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GOOD HOUSEKEEPING AWARD

Bradford member dies in sea rescue attempt

A TRAGIC accident on the Norfolk coast during August has robbed Bradford corporation of one of its ablest officers, and the local branch of a valued member.

In pouring rain, S. M. Wontner-Smith, the city's deputy town clerk, went to the rescue of a woman and child who had got into difficulties while swimming. All three were drowned.

Mr. Wontner-Smith, who was 43, began his local government career in 1936, in York, returning to that city after his war service. In 1950, he went to Bradford as chief assistant

solicitor, and became deputy town clerk in 1960.

Although he held no office, he was keenly interested in NALGO affairs, and was always ready to help the branch when opportunity arose.

We also record with regret the recent deaths of:

Norman Coultas, parks superintendent to Durham corporation since 1947, who had previously served at Stockton and Thornaby. He was a former president and vice-president of Durham city branch, and had served on its executive since 1947.

John Cowdell, clerk of the Mirfield urban district council for 18 years. He was a past president of the Mirfield branch, and branch public relations officer for a number of years. He previously served with the Wakefield and Batley authorities, and was in the service for more than 40 years.

Albert Pensome, at the early age of 43. He was chief clerk in the welfare department of Breconshire county council, and a member of the county branch. He entered local government in 1936, and served in the old public assistance department, and the county roads and bridges department.

S. G. Glass, formerly clerk of Wellington rural district council, Somerset, where he had served for 40 years before his retirement in 1959. He was a founder member of Wellington branch in 1945, and its chairman in 1945-46. Before that, he was a member of Somerset county branch.

F. A. Jessop, clerk and solicitor to Bromsgrove U.D.C. He had been deputy town clerk of Middleton, Lancs from 1930-36.

Jack Tullett, who was a member of the Brighton branch from 1919 until his retirement in 1958. For many years, he was leader of the staff side of the local joint committee, and Brighton members owe much to his quiet skill in negotiation.

PRINT GEN IN A NUTSHELL

The member whose duties involve "buying print," whether in his official capacity or as a branch officer engaged in producing the branch magazine, will welcome an easy-to-read guide that cannot fail to help.

It is the handy annual *Modern Printers' Year Book*, which packs a wealth of information into 256 pages. Cost is 6s. post free, and the publishers are Bendles (Torquay) Ltd., 15-16 George Street, Torquay.

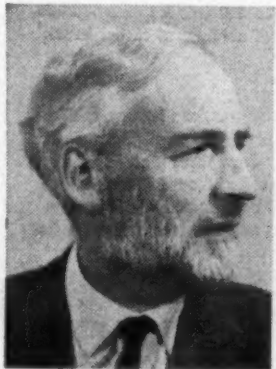
The year book contains, in its many small articles on various technical aspects, detailed information of two new offset-litho machines. Also included is a copy-fitting chart and other type calculation guides. There are 44 pages of type specimens, several tables of standard size cut cards and envelopes, a comprehensive 18-page index of "branded" papers, and an attractive pull-out inset showing a sample range of 30 colours of printing inks.

The final section is a directory of suppliers, which has been enlarged and brought up-to-date, and lists specialists in all printing operations. S. A. H.

This blind man can 'hear' a lamp-post

POET, philosopher, humorist, and—a blind local government officer. This is David Scott Blackhall, housing officer at Elstree, with a long and distinguished NALGO record—he is still chairman of his branch.

His mainly autobiographical book, *This House Had Windows* (Max Parrish, 16s.), can be read "straight" for entertainment, for Mr. Blackhall is quick to notice amusing quirks of character (including his own). His stories of his managing, yet long-suffering



mother and her brood of nine, a father who is content to sit and be waited on, and the varied foibles of the brothers and sister, make a picture of family life which can stand in its own right.

But there is, too, the back-

ground of David Blackhall's own blindness, which did not become total till he was well into adult life, and of his part-Christian, part-Spartan reaction.

The degree to which he overcomes his handicap will seem almost miraculous to the sighted, who cannot "hear" a lamp-post, nor sense the unspoken warnings of a guide-dog; he is a man of strong intelligence, powerful character, and deep appreciation of the nobility of human life.

Broadcaster

Apart from what is clearly a rich home life, and a successful local government appointment, Mr. Blackhall has won deserved fame as a broadcaster and a writer.

Perhaps what many will admire most in his book is his skilful use of Black Country vernacular. His elder brother, spoiled by his mother like the rest, said to his wife on their return from honeymoon: "Darling, you haven't cleaned my shoes."

"There are no feathers on frogs, George," was the cryptic reply.

BUILDER OF NALGO

Levi Hill—enthusiast and innovator

OF THE COUNTLESS men and women who created NALGO, none better merits the title of chief builder than Levi Hill, whose death we record on page one.

He was in at the start—one of the liveliest members of the Bolton Municipal Officers' Guild, which joined with nine other local guilds to found the Association in 1905.

Ten months later, Hill became Bolton's secretary and its representative on the National Executive Council—an ebullient youngster of 22 in an assembly composed mainly of silk-hatted chief officers.

There, his vitality and enthusiasm singled him out. In 1909, when the first honorary secretary resigned, Herbert Blain, the Association's founder, persuaded the Council to appoint a paid secretary and to offer Hill the job.

Its acceptance meant exchanging a safe post with an assured future in Bolton's finance department for an uncertain one in London. NALGO had only 13,500 members. Initial growth had stopped, and hundreds, impatient with the Association's failure to gain the pensions it had been formed to win, were resigning. It had no office; an income of only £190 a year; and £93 in the bank.

"Office" a letter-box

But Hill did not hesitate. He had, as he told the Council, a "profound belief in the great and prosperous future of your Association."

The Council offered him a "salary" of £1 a week—all it could afford. Blain persuaded the publishers of "The Local Government Officer and Contractor," an independent weekly adopted as NALGO's official journal to employ him as a sub-editor, paying him another £3 a week, induced a solicitor friend to let him screw a letter-box on to the wall of his office near Ludgate Circus, and gave him a second-hand typewriter and a ream of notepaper.

With that modest equipment he began—collecting the day's post from the letter box on his way to work and answering it at night in the lodgings he shared with Blain. There he worked night after night, often into the small hours.

"NALGO meant Hill"

Within a year, he had recruited 8,000 more members and was given an office—a bathroom in Bloomsbury Square.

He gave up his sub-editorial job and devoted himself full-time to NALGO. The Council increased his salary to £220 a year—but more than once he had to form a new branch and collect the first subscriptions before it could be paid.

For the next thirty years, in the words of Sir Arthur Johnson, the Association's unchallenged leader from 1910 to 1931, "NALGO meant Hill and Hill meant NALGO." To it, he gave his boundless energy, his imaginative vision, and the organising skill he learned from Blain—a born organiser.

Throughout those years, NALGO was Hill's whole life. He counted himself lucky to spend two week-ends out of 52 at home. The rest, with most weekday evenings, he would be visiting branches, addressing meetings, calling on colleagues—always with a bulging briefcase of correspondence to be answered before breakfast, after dinner, or in the train.

Above all, Hill was an "ideas man". He sparked with them—never going to bed without a notebook in which to jot down those that came to him in the

small hours, never returning from a game of golf or a holiday without a pocketful of old envelopes on whose backs he had noted those born on green or beach.

A happy heretic

Many were wildly provocative—for Hill had no time for pale orthodoxy; he was a happy heretic, challenging accepted opinion on every topic.

Many were impracticable. Many were years ahead of their time: in 1911, he was planning a great NALGO Headquarters in London that would also be a national municipal club and home of all the local government organisations; in 1936, he proposed that NALGO should recruit the staff of private gas, electricity, and other public utility services—eleven years before this was done.

But many were adopted—and their adoption made NALGO the unique trade union it is today. As early as 1910, he and Blain planned an education scheme out of which grew the idea of a qualified service, a university diploma in administration, the NALGO Correspondence Institute—and an end to the nepotism then rampant throughout local government.

As early as 1912, he launched the NALGO Approved Society, first of the host of ancillaries—Provident Society, insurances, Building Society, legal aid, holiday centres, and the rest—which give the Association a stability of membership that is the envy of every other union.

Pioneer of Whitleyism

In 1918, he made the first approach to collective bargaining which was, 25 years later, to end in national Whitleyism. In 1931, he pioneered the idea of public relations, then unheard of in any trade union or in local government.

He helped to launch the Royal Institute of Public Administration, to develop the International Union of Local Authorities—of which, for a time, he was Director—and the Citizen's Advice Bureaux. He gave NALGO the first of the international contacts which have become so important today. He inspired the war-time Reconstruction Committee which won for the Association national prestige.

Inevitably, Hill's personal vision of what NALGO ought to be brought him into conflict with the N.E.C.—a conflict which hastened his retirement in 1943.

A second career

But he did not allow that unhappy circumstance to embitter him for long. Instead, he turned his still youthful and abundant energy to the forging of a new career—first as official adviser on the reform of local government in Jamaica, later as guide to the new generation of native administrators in the former colonies rapidly acquiring self-government.

From 1946 to 1954, he was head of a sub-department of Public and Social Administration at University College, Exeter. Recently—after a voyage round the world—he launched a new series of courses in local government at Oxford. Thanks to him, there are today throughout the Commonwealth hundreds of young administrators in whom burns the spirit



Photo by Lafayette, London

and ideals of British local government—and of NALGO.

His students, like most of his staff in the NALGO days, admired him to the point of veneration. Though a bonny fighter against authority in all its guises and for the many causes he believed in, to them he was always charming, kindly, generous, and accessible—helping them in their domestic affairs, their intellectual difficulties, even their emotional entanglements.

Hill was awarded the C.B.E. for his services to local government. Liverpool University made him an honorary M.A. for his work for public administration, a Texas University an honorary LL.D. for his work for the I.U.L.A. He was a free-man of Washington.

Only a few weeks ago, Hill spent a day at NALGO Headquarters. Though then 78, he had the alertness, acuity, and intellectual curiosity of a youth. The ideas still sparkled as brightly.

In 1911, he married Mary Josephine Browne, who died in 1933. He leaves two daughters.

By any standards, Levi Hill was a great man, combining the faults as well as the virtues of greatness. If he was mercurial, capricious, and impatient of opposition, he was also determined, enthusiastic, and loyal to his ideals. If he was inconsistent in most things, he was unwavering in one—his belief in and devotion to NALGO.

No man has done more for a trade union: no trade union owes more to a man.

FAMILY PLANNING

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In "Modern Family Planning" are the answers to all your questions, with sensible comments on the advantages and disadvantages of various methods, together with news of the 'birth pill' and the latest advances. When you know the facts, worries about family planning cannot upset your married life. You can plan the number of children you want, and decide when to have them. In this way, your happiness is assured—and the future happiness of your children.



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Kilford raced 'like a hurricane'

NALGO athletic stars

THE MOST EXCITING event of last month's athletics match between England and the Russian Federal Republic at the White City was won by a NALGO member—22-year-old Peter Kilford, of Portsmouth branch.

Here is how the *Daily Mirror* described it:

"In the closest race of the lot, the 400 metres, Peter Kilford, the Portsmouth local government clerk, came up like a hurricane on the back straight to win with only a gasp between him, Vasily Savinkov, and Bob Piercy."

His time of 1 min. 48.7 sec. was the same as that of Savinkov.

This was Kilford's first full international match before a home crowd. He was in the Great Britain "B" team against Switzerland at Wimbledon in August, when he won the 800 metres in the then fastest time of the season by a British athlete. That was enough to get him selected for the Great Britain team to tour Germany and Poland, and, in Poland, he won his event in a personal best time of 1 min. 47.9 sec.

Gold medals next?

Selection for the England-Russia match followed automatically from these successes.

This latest victory not only places Kilford in line for next year's European and Empire games teams, but makes him a strong contender for the gold medal awards.

After the race, which was singled out for a special prize by the newspaper, *Soviet Weekly*, Kilford said it was one of the closest he had ever run in. He had expected this—but not that only six yards would separate the four competitors. He gave some of the credit for his win to the crowd:

"They were terrific," he said. "Most encouraging."

Kilford was not the only NALGO member in the England team. Birmingham branch member, Daphne Arden, ran in



Peter Kilford (right) is interviewed after his race by "Public Service" reporter Barrie Pepper. Between them is Vitaly Elistratov, of "Soviet Weekly."

the 100 metres, and Mrs. Pat Veals, of Northern project group (electricity) branch, was one of England's two representatives in the high jump.

Both Miss Arden and Mrs. Veals had been selected for Great Britain teams earlier this season, including the White City matches against Hungary and the United States. And both of them hold many records—Daphne Arden in the sprints,

and Pat Veals in the high and long jumps.

Other NALGO athletes who have been hitting the headlines this season are Elizabeth Parsons of the Cardiff and district electricity branch, and Susan Vyse of the Birmingham branch. Miss Parsons is a sprinter, and this year's Welsh 100 yards champion. She also holds the Welsh records for the 100 and 220 yards.

Midlands champion

Miss Vyse, who must act as something of a spur to Daphne Arden, usually competes in the 220 and 440 yards events. She

holds this year's Midlands 400 metres championship, and the Warwickshire 220 and 440 yards.

NALGO members are also to be found among the people who keep matches and meetings going so smoothly. Public Service has previously mentioned W. F. Appleton, N.E.C., who was chief judge at the inter-county championships at the White City in May. Another of these hard-working officials is G. A. Tivey, of the East Midlands electricity board (Hinkley) branch, who was a starter in this year's Amateur Athletics Association championships, and a marksman in the match between Great Britain and the United States.

BRANCHES HELP THE HOMELESS

The response to the Ockenden Venture's appeal for help in maintaining refugee children has "been beyond the wildest dreams" of the organisers. This is revealed in a letter from the organisation to Bournemouth branch, thanking it for the help it has given.

Thirty-five NALGO branches have "sponsored" children, who are coming to live in this country at centres run by the Venture.

It takes time

Its honorary organiser, Miss Joyce Pearce, points out in the letter, that some groups are still awaiting the child they have agreed to sponsor. And she explains that the difficulty is to prepare accommodation before the children can be brought over.

"Just to have the sponsorship for the children is not our only headache," she writes.

"We have to go a good way beyond this, in raising funds for their actual housing, schooling, and care. This is gradually being done."

Miss Pearce adds that, within six months, the Venture hopes to have arranged accommodation for the 400 children it has agreed to help.

M.B.E. RETIRES

A founder-member of the Nottingham branch has recently retired. He is Leonard Hitchman, who was secretary of the East Midlands Education Union for many years. In the last birthday honours list, he was awarded the M.B.E. for services to further education.

Unique 'double' in DMA



For the first time since the D.M.A. examination was started in 1951, a candidate has taken both the intermediate and final prizes in successive years. And the man with the "double first" is a NALGO member and a student of the NALGO Correspondence Institute—C. W. A. Hunt of the clerk's department of Essex county council. He won the Sir James Aitken Prize last year and the Sir Horace Wilson Prize for the best work in the finals for 1961.

Mr. Hunt also attended the residential schools arranged by the education department for both intermediate and final examinations. For the intermediate course, he was given assistance under the NALGO scholarship scheme.

This year's winner of the Sir James Aitken Prize was an N.C.I. student as well—W. H. Hobson, who works in Barnsley town clerk's department.

COST OF LIVING

The cost of living index on August 15 (taking January 1956 as 100) stood at 115.7 compared with 114.6 on July 18. On the old basis (taking January 1947 as 100), the figure is 177.

The rise in the index during the month was due mainly to increases in the prices of alcoholic drinks, cigarettes, and tobacco. Food prices as a whole were lower.

As others see us...



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"Striking is a bit drastic for we white-collar workers, but I wonder if it would be asking too much from our colleagues in Inland Revenue to suggest a go-slow on tax collecting?"



STOP PRESS

September 28:
Ald. M. Henry (Leicester) told Association of Municipal Corporations conference: "About time we realised local government employees entitled to share of expanding economy. If we do not give staff pay and conditions comparable with outside we shall lose not only our staff but our local authority rights." Ald. H. D. Cowan (Mord) said: "We must take the lead on salaries and leave other employers to follow."

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